

LOCAL GOVERNMENT SERVICE

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Mr. G. W. COSTER, M.B.E.

I SHOULD like to take advantage of this opportunity to wish all the members and potential members of N.A.L.G.O. a Happy New Year.

1935, the centenary year, has been another milestone in Association recognition and activity. As members of the International Union of Local Authorities, we have extended our vision. We have visited the northern capitals and exchanged views with representatives whose desire to afford information concerning their respective countries was only equalled by the warmth of their welcome.

Much has been written, said, and read upon local government. The subject seems to be inexhaustible and the treatment of it limitless. Each contributor finds something new to interest his audience.

Opportunities for Service.

The development of local government has had its theoretical side as in legislation and orders for general application, and its practical side as exemplified in administration—in the giving effect to statutory and such-like provision.

It is from the practical standpoint that N.A.L.G.O. might reflect upon the

To the Local Government Service

By G. W. COSTER, M.B.E.

President of N.A.L.G.O.

opportunities which have arisen for service to the community during the past thirty years, and the advantages taken of them. I say "community" because that is a comprehensive term, and includes the members—the officials—as well as those not officially engaged in local government work, and sometimes called the long-suffering ratepayers.

Formed to organise the service and to safeguard the economic interest, have we done all we could have done under such headings as "service conditions," "recruitment," "training," "qualification," and "promotion"? Have we appreciated as fully as we might have done the value of non-political and non-sectarian relationship with Parliament, government departments, local authorities, local government associations, and other organisations in perfecting the administration of local government throughout the area of our operations?

Our record reveals enthusiasm, expansion, and recognition, and our progress has been consistent and great. Our sidelines—the ancillaries—portray business capacity and enterprise to mutual advantage.

Our Benevolent and Orphan Fund has been a godsend to many and should command support from every member—which, alas! it does not get.

Value of N.A.L.G.O.

The unbiased individual would probably say: "You have done well in all directions." He would speak truly, but could we—should we have done better? The answer to that question might exhibit a difference of opinion and need a lot of explanation which I am not going to embark upon. If we have done our best, let us continue to do so. If we can

improve upon what we have done, let us strive to do so.

I share the view that the proper organisation of the service is still of the utmost importance and believe the value of our Association to the community depends very largely upon the worth it is to ourselves.

Proper organisation includes provision for attracting to N.A.L.G.O. those in the service and particularly the new entrant, cultivating and maintaining his interest, encouraging participation in branch and district efforts, stimulating a desire for National Executive Council and conference information, impressing the necessity for study and examination to give evidence of qualification to hold positions for which knowledge, professional or administrative skill, and integrity are essential; to foster concern in the welfare of his fellows and enthusiasm for the Association which kindled his desire and afforded the facilities for help, of which he has made full use.

Co-operate!

In the realms of so much ancillary activity and of commendable pride in national and international alliance, and centenary celebrations—all perfect in themselves—it may be imagined by some that other things that matter run the risk of being temporarily overshadowed.

Knowledge of inside working and of the machinery at the disposal of N.A.L.G.O. should dissipate any such idea and satisfy the most critical that the essentials of those other things are at all times zealously observed and pursued.

Throughout the coming year I invite your co-operation in everything calculated to be for the good of the members of our wonderful Association.

Trade Unionism

AT a meeting of the Glasgow Corporation, held on November 28, 1935, there was submitted a letter, of date November 27, from the secretary of the Glasgow Trades Council, asking the corporation to refuse to hear representations on behalf of employees of the corporation by any person or persons representing bodies which are not members of the British Trades Union Congress, or the Scottish Trades Union Congress. The corporation, in terms of Standing Order No. 3 (1), directed that the said letter be placed upon the agenda of business of their next meeting for instructions. This letter accordingly came before the corporation at its meeting, held on December 12, and the following extract from the "Daily Express," of December 13, tells what happened:

A vigorous attack was made in Glasgow Corporation yesterday against dictation by the Trades Union Congress. A request by the Glasgow Trades Council was described as the "wielding of the big stick."

The attack followed the reading of a letter by the town clerk from the secretary of Glasgow Trades Council requesting that the corporation should refuse to hear representations on behalf of civic employees by persons representing organisations which are not members of the British or Scottish Trade Union Congress.

Councillor James Carmichael (I.L.P.) moved that the council should take no action.

"To grant the trades council request," he said, "would be to permit a very dangerous encroachment even on the elementary principles of trade unionism."

ENCROACH ON RIGHTS

"We have no right to safeguard a central bureaucracy and interfere with the legitimate rights of trade union members of any organisation.

"The intention behind this request is to encroach on the rights of such organisations as the National Association of Local Government Officers.

"It would also affect the Educational Institute of Scotland.

City Manager

A large company was present at the eleventh annual dinner at the Grand Hotel, Manchester, on Saturday, December 14, of the North-Western and North Wales District Committee. Mr. W. H. Whinnerah, of Manchester, chairman of the committee, and a member of the National Executive Council, presided, and the guests of the evening were the Lord Mayor and Lady Mayoress of Manchester (Alderman T. S. Williams and Mrs. Williams), the Mayor and Mayoress of Oldham (Alderman R. W. Bainbridge and Miss Ethel Bainbridge), and the Mayor of Stockport (Alderman M. M. McGregor). The Mayor of Stretford (Alderman A. Smith) was kept away by indisposition.

Mr. J. W. Singleton, borough librarian of Accrington and vice-chairman of the committee, in proposing the toast of "the local authorities" reminded the company that this was the centenary year of real local government in this country, the Municipal Corporations Act becoming law in 1835. Everything pointed to a large extension in the future of the duties of municipal corporations and their officers, and it behoved them to look ahead rather than be complacent about what had been achieved in the last hundred years.

"This demand is merely a wielding of the big stick."

"The power of the ordinary trade union movement is gradually being filched from it to-day by the central authority such as the British or Scottish Trade Union Congress."

Mr. Carmichael declared that, in his opinion, practically the only function of the Scottish Trade Union Congress was to interfere with and cripple the rights of the legitimate trade unions.

FANATICALLY MINDED

Baillie Victor D. Warren, seconding, said that the terms of the Glasgow Trades Council's letter constituted an attempt by the Trade Union Congress to dictate the policy of the corporation.

Treasurer Dollar moved that the letter be remitted to the Conditions of Service Committee, who should intimate to the Trades Council that their proposal was impracticable. He suggested that the letter had been inspired by some "fanatically-minded" person. There was no real democratic opinion behind it.

"No action" was carried by 47 votes to 42. Moderate and I.L.P. members uniting to defeat the Socialist amendment.

Not Wanted

The Lord Mayor of Manchester, in responding, said that gathering of local government officers helped one to realise the work behind the work of the municipal councils. The laymen in the councils did not function in an automatic sort of way, but looked to those on the official side for guidance. The members of the councils and the officials were working together for the common good of the people. There had been a lot of talk in Manchester about a city manager. He thought it would be a mistake to appoint such an official—it would, in his opinion, destroy all democratic control.

The Mayor of Stockport proposed the toast of "N.A.L.G.O." and Mr. W. H. Whinnerah, in reply, said that a great deal of the good feeling existing between local government officers and their employers had been brought about by the establishment of Whitley Councils. He had sat on the Lancashire and Cheshire Whitley Council for many years, and had been struck by the impartiality shown by the members representing the local authorities.

The toast of "Our Guests" was proposed by Miss I. Stansfield, and responded to by the Mayor of Oldham.

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National Executive Council

THE quarterly meeting of the National Executive Council was held on Saturday, December 21, 1935, at the headquarters of the Association, 24, Abingdon Street, Westminster, S.W.1. Mr. W. W. Armitage (the chairman of the council) presided over the meeting, whose chief business it was to consider the reports of the various committees. The following members of the council were also present:

Messrs. H. Allen, A. G. M. Archibald, J. T. Baker, W. A. N. Baker, A. G. Bolton, J. Chaston, G. W. Coster, A. B. Day, F. R. Finch, T. Freeman, A. A. Garrard, J. E. Gee, V. Grainger, D. L. Griffiths, F. H. Harrod, P. H. Harrold, G. Llewellyn, W. E. Lloyd, F. V. Merriman, H. Morris, C. J. Newman, H. S. Newton, T. Nolan, A. Denton Ogden, D. J. Parry, A. Pinches, E. L. Riley, C. A. W. Roberts, E. H. Scarlett, J. W. Singleton, Miss I. Stansfield, Messrs. E. J. Stead, G. A. Stone, J. W. Vince, J. H. Warren, W. H. Whinnerah, E. G. Whitney, F. J. Willett, W. Wilson, Miss L. H. Wooldridge, Dr. A. Wotherspoon.

The council sent a message of sympathy to Mr. J. W. Wilkinson (vice-chairman) who was absent owing to illness.

Mr. L. Hill, the general secretary, was in attendance, and he was accompanied by the various departmental heads.

SERVICE CONDITIONS AND ORGANISATION

Equal Pay for Equal Work

Mr. H. Allen, the vice-chairman of the Service Conditions and Organisation Committee, presented the report of that committee, which had recommended the National Executive Council to give notice of motion to the Annual Conference, 1936, agreeing with the principle that there should be equality of opportunity for men and women, and that they should receive equal pay for equal work.

Whitleyism

The Whitleyism Sub-Committee had reported to the Service Conditions and Organisation Committee that it had given consideration to the general question of the furtherance of the campaign for the establishment of Whitley Councils, and had given particular consideration to the position in the Metropolitan, East Midland, and West Midland districts. The Sub-Committee reported that it was endeavouring to arrange for conferences to take place with representatives of these three district committees.

The committee was also informed that the conference to consider the question of the establishment of a Whitley Council for Scotland would be held on January 15, 1936, and that the Minister of Labour had promised to attend this conference.

New Branches

It was reported that since the meeting of the committee held on October 5, 1935, nine new branches had been registered, whose total commencing membership was 241.

LAW AND PARLIAMENTARY

Legal Assistance

The Law and Parliamentary Committee's report, which was submitted by Mr. P. H. Harrold, contained details of fifteen cases where legal assistance had been granted to members of the Association, in addition to one hundred and fifteen cases of legal advice and assistance which had been dealt with at headquarters since the meeting of the committee held on October 5, 1935.

Superannuation

The committee also reported that on

vice, plus 3-60ths in accordance with the old civil service scale as applied in the case of officers of the age of 57 and upwards), whereas an officer of the same age who had 30 years' service, the whole of which was non-contributing under the Act of 1922, would be entitled only to a superannuation allowance at the rate 30/120ths.

The officials of the Ministry replied that the Superannuation Acts of 1896 and 1922 both provided that an officer who shall have attained the age of 60 years and have completed 40 years' service, or who shall have attained the age of 65 years, shall be entitled, on resigning or otherwise ceasing to hold his office, to receive a superannuation allowance according to the scale provided by the Act, and that the Solicitor's Department of the Ministry had advised that there was nothing to prevent such an officer who had been awarded a compensation allowance of, say, 40-60ths, claiming a superannuation allowance as well.

The legal secretary and the Association's parliamentary agent pointed out that, contrary to the views expressed on behalf of the Association at the time when the Bill for the Local Government Act, 1929, was under consideration, the Ministry did not consider it necessary to insert in that Bill a provision similar to that which appeared in the Rating and Valuation Act, 1925, and many other Statutes, to the effect that no officer shall be entitled to receive both compensation under the Act for pecuniary loss and a superannuation or retiring allowance in respect of the same period of service and the same pecuniary loss. It was generally agreed that the wording of that provision was not quite satisfactory, but everybody knew what it meant to do, and it had had the desired effect. The Ministry's officials said that where an officer was superannuated instead of compensated it would be open for him to apply for compensation after his superannuation allowance had been fixed. For example, an officer who on losing his office in consequence of the Act of 1929, had attained the age of sixty and completed forty years' service, would receive a superannuation allowance under the Act of 1922 of 40/120ths; after his superannuation had been fixed he could put in a claim for compensation on the basis of 40/120ths. If the claim were allowed, the officer would thus receive by way of superannuation and compensation 40/60ths.

On behalf of the Association it was urged that such a course would in practice prove most unsatisfactory, as local authorities would be very disinclined to grant compensation to an officer whose superannuation had just been fixed. And when the officials of the Ministry were asked what decision the Minister would be likely to give on the case coming before him on appeal, they would not commit themselves by expressing any opinion.

After a long discussion, the officials of the Ministry seemed inclined to the view that, as there was no prospect of an early Bill to amend the Local Government Acts of 1929 and 1933, the best course would be to insert in the proposed Compulsory Superannuation Bill some provision to prevent an officer receiving a superannuation allowance and compensation for loss of office in respect of the salary of the lost office and the same period of service.

The Committee agreed to adopt this course of action.

It was also reported that since the meeting of the Committee held on October 5, 1935, decisions had been given on two compensation appeals which had been made. The result of these appeals was that the compensation awarded to the officers concerned was increased by £168 4s.

TRANSFERRED OFFICERS

Mr. C. A. W. Roberts presented a report of the meeting of the Poor Law Transferred Officers' Committee which had, among other cases of assistance to poor law transferred officers, decided to render legal assistance and support to a member who, prior to the operation of the Local Government Act, 1929, was in the service of a board of guardians and contributed for superannuation purposes under the Act of 1896. As from April 1, 1930, he was transferred to a county council which had adopted the Act of 1922 on April 1, 1929. As the member did not, within three months after transfer, give notice in writing of his intention to remain subject to the Act of 1896, he became, by virtue of Section 124 (2) (a) of the Act of 1929, subject to the Act of 1922. The subsection further provides that a transferred officer who becomes subject to the Act of 1922, and who has completed on April 1, 1930, less than ten years' service which would have been treated as service for the purposes of the Act of 1896, shall contribute at the rate of 2½% of his salary. At the date of his transfer the member had completed less than ten years' service for the purposes of the Act of 1896. In November, 1930, he transferred to the service of another county council, which authority had adopted the Act of 1922 in 1924, and deductions at the rate of 2½% of salary were made for superannuation purposes. In response to an advertisement he applied for and obtained the post of clerk in the service of the public assistance committee of a third county council which had adopted the Act of 1922 on April 1, 1924. The advertisement stated that the salary would be subject to a deduction of 5% for superannuation purposes under the Act of 1922. The member informed the appointing committee of his rights as a transferred officer as regards rate of contribution, but the committee insisted that he should contribute at the rate of 5% of salary. The member verbally accepted the appointment, though in the actual form of appointment he amended the rate of contribution from 5% to 2½%. Deductions have been made from his salary at the rate of 5%. The member has been advised that he is entitled to contribute at the rate of 2½% of salary; that the action of the county council in requiring him to contribute at 5% in view of the decision in the case of the Salford Guardians v. Dewhurst was *ultra vires*.

EDUCATION

Mr. J. Chaston reported that the Education Committee had approved fifty-four applications for registration as eligible to the intermediate examination of the Association, and that three applications had not been granted. Nine applications for exemption from subjects in the inter-

National Executive Council (continued)

mediate examination had been considered by the Committee and had been granted, with the exception that in two cases exemption from certain subjects had not been granted. The Committee further reported that since its meeting held on October 4, 1935, two entrances to the service examinations had been arranged, one for the Ebbw Vale Urban District Council and the other for the East Ham County Borough Council. The Committee reported that it had decided to recognise for the purposes of registration as eligible to sit for the Association's intermediate examination, the Board of Education Endorsed Certificate in Commerce, which has recently been introduced for students in colleges and schools for further education in England and Wales.

Diploma in Transport

The attention of the Committee was drawn to a recent scheme being operated by the Royal Society of Arts for the institution of a Diploma in Transport, and a request was received that the Committee should take into consideration the training of students for this Diploma. The Committee decided, before coming to a final decision, to ascertain what likely demand there would be for correspondence courses for this Diploma, and a communication on this subject will be sent to branches in the near future.

Examination Regulations

The Committee received a report on the position which had arisen as a result of the revised regulations of the Northern Universities Joint Matriculation Board, relating to degree courses applicable on and after December 1, 1937. The Committee also received a report on the revised syllabus published by the Poor Law Examinations Board for the Institution and Hospital Officers' examination which will be in operation for the 1937 and subsequent examinations.

Diplomas in Public Administration

At a meeting of the Education Committee held on October 4, 1935, it was recommended that contact should be made with Universities and University colleges where no course for a Diploma in Public Administration is at present in operation with a view to securing the establishment of such a Diploma. In accordance with this recommendation, a communication was addressed to Universities and University colleges concerned, and the Education Committee reported that it had considered replies to those communications, and in connection with certain of these replies, the Committee appointed a deputation to interview the Universities and University colleges concerned.

Loans Scheme

The Committee also reported that it had considered the loans scheme and that it had decided to amend the scheme in certain respects. These amendments, which relate to travelling and hotel expenses; practical training; exemption fees; regis-

tration fees; tuition fees; will, in due course, be submitted to the 1936 annual conference for approval.

Correspondence Institute

The Committee also reported that for the period January 1 to October 31, 1935, 746 students had been enrolled in the Nalgo Correspondence Institute, as against 697 for the comparable period of 1934.

FINANCE AND GENERAL PURPOSES

Conference, 1936

Mr. A. G. M. Archibald, Chairman of the Finance and General Purposes Committee, reported that the Conference Town Sub-Committee had paid a visit to Aberdeen in order to make preliminary arrangements for the annual conference, 1936, and he stated that the Sub-Committee was satisfied that the accommodation offered by the hotels and boarding houses in Aberdeen would be ample for the delegates attending the annual conference, and that in all other respects the Sub-Committee was satisfied that the arrangements to be made for the annual conference would be well in keeping with anything hitherto experienced.

Conference Invitations

The Committee also recommended the National Executive Council to give notice of motion to the annual conference, 1936, to provide that the rules should be amended so that all official invitations to the Association to hold its annual conference in a particular town during a particular year, must be received by the general secretary not later than five o'clock p.m. on the first day of March in that year. The amendment of the rules in this respect, the Committee reported, would enable the Conference Town Sub-Committee to visit the towns from which invitations are received in time to include its recommendations in the ballot paper for the determination of the venue of the next conference.

International Hospitals Association

The Finance and General Purposes Committee had decided that the Association should become a member of the United Kingdom Branch of the International Hospitals Association as from January 1, 1936.

PUBLIC RELATIONS

The Public Relations Committee report, which was submitted by Mr. G. W. Coster, dealt mainly with the various events which had been arranged in connection with the celebration of the centenary of the passing of the Municipal Corporations Act, 1935, and references to these events have been made in these columns from time to time.

The Committee reported, however, that since its meeting, held on October 4, 1935, there have been 329 special articles, reports of events in connection with the centenary year and editorial comments upon the hundred years of local government. The "Western Mail" had published a Municipal Centenary and Mayoral Supplement on November 9, 1935, which included an article on "How the Work of N.A.L.G.O. Has Improved the Lot of Council Officers," by the divisional

secretary for the Midlands and South Wales. The "Times" also published a special local government centenary number on December 10, 1935. This supplement expounded the scope and development of local government; dealt with the public services and utilities; explained how local government is organised; and how the duties of local government officers are performed (this article having been written by Mr. L. Hill, general secretary). It was thus a compendium of information concerning the administration of local affairs and a valuable historical record.

Essay Competition

The committee also reported that 348 entries had been received for the centenary essay competition, and that the following persons had kindly consented to act as judges of the entries: *Mrs. H. A. L. Fisher*, the wife of a former Minister of Education, and the authoress of "The Housewife and the Town Hall"; *Sir Frederick J. Marquis*, M.A., B.Sc., J.P., member of the advisory council to the Post Office; *Dr. A. W. Pickard-Cambridge*, D.Litt., LL.D., F.B.A., Vice-Chancellor, University of Sheffield; *Lord Riverdale*, K.B.E., Vice-Consul for Denmark in Sheffield since 1899, and Consul for Belgium in Sheffield since 1915; *Sir Arthur Robinson*, G.C.B., K.C.B., C.B., C.B.E., Chairman of the Supply Board; *Sir Josiah Stamp*, G.B.E., K.B.E. C.B.E., Chairman of the London, Midland and Scottish Railway, and the Charter Mayor of Beckenham.

PUBLICATIONS AND RECREATIONS

The chief business reported by the Publications and Recreations Committee, whose chairman, M. J. W. Singleton, submitted the proceedings, consisted of a report of the N.A.L.G.O. Holiday Centres Sub-Committee. This sub-committee had reviewed the work of the holiday centres for the year 1935 and had laid its plans for 1936 season. The close consideration given by this sub-committee to the details of the administration of the holiday centres, certainly proved how untiringly the National Executive Council looks after the interests of the members of the Association.

Official Journal

The committee also reported through the LOCAL GOVERNMENT SERVICE Sub-Committee on the action which had been taken to implement the decision of the National Executive Council that as from the present issue the publication of LOCAL GOVERNMENT SERVICE should take place direct from headquarters. Printing and advertising contracts and a new cover design had also been approved.

Motoring Association

The Committee also reported that as a result of suggestions from members of the Nalgo Motoring Association a very attractive badge for this section had been prepared, and would soon be ready for sale to those members who required them at a cost of 9s. 6d., post free, including the chromium-plated fitting.

Mediterranean Cruise

It was also reported by the committee that arrangements had been made with

National Executive Council (continued)

Messrs. Lampert & Holt Line, Limited, to reserve the major portion of the passenger accommodation on the s.s. *Vandyck* (13,250 tons) for a N.A.L.G.O. cruise to Tangier, Palma, and Lisbon, leaving Liverpool on Saturday, July 25, and returning to the same port on Tuesday, August 4, at rates varying from sixteen guineas according to the position of the berth.

BENEVOLENT AND ORPHAN FUND

Mr. H. S. Newton, Chairman of the Management Committee, submitted the report of the Benevolent and Orphan Fund. He stated that the stock of collecting-boxes had now been exhausted, and that his Committee felt that no more should be ordered at the present time. He also reported that a new supply of whisky scoring cards advertising the Fund was available for those branches which required them.

Trophies

The Management Committee reported that it would recommend the Annual Conference, 1936, to alter the basis of the award of trophies so that in future they would be awarded to the district committees which contributed the highest amount per head of Association membership to the Fund, and that for this purpose the trophies be awarded to first, second, and third places. The membership of the Association at January 31 in each year would be taken as the basis for determining the average amount per head for this purpose, and that these proposals would be made subject to the consent of the donors of the trophies to the new conditions of awards.

Life Memberships

The Committee reported that at its meeting held on October 5, 1935, ninety-four life membership fees had been received, making a total number of life members since the inception of the fund 7,262.

The Committee also reported upon the 275 cases of assistance which it had dealt with at its meeting.

PROVIDENT SOCIETY

Mr. W. H. Whinnerah reported the proceedings of the meeting of the Nalgo Provident Society Committee of Management. The Committee had approved certain alterations of rules which directly or indirectly relate to the Hospital and Nursing Home Scheme, and these amendments will be submitted to the Annual General Meeting, 1936.

Membership

The Committee reported that the total membership at November 25, 1935, was 15,141, Death Benefit Scheme 972; as against 13,782 and 839, respectively, for the comparable period of 1934. The Committee also reported that the number of persons who had been provisionally accepted under the Hospital and Nursing

Home Scheme was 1,448, and that the scheme would therefore commence as from January 1, 1936.

BUILDING SOCIETY

The Committee of Management of the Nalgo Building Society, whose Chairman, Mr. J. T. Baker, submitted a report of its proceedings, stated that since the inception of the Society, 11,707 members had been enrolled from paid up and partly paid shares, that there were 1,269 members of the Association who had deposited sums with the Society, and that there were 1,080 non-member depositors. The Committee further reported that since its meeting held on October 4, 1935, nearly £120,000 had been authorised in loans to members to enable them to buy their own houses.

LOGOMIA

Mr. G. W. Coster, Vice-Chairman of the Board of Management of Logomia, submitted the report of the proceedings of the meeting of the Board of Management, which stated that new Life premium rates would come into operation as from January 1, 1936. The Board also decided that no further shares of £1 (10s. paid) be issued beyond those necessary for persons taking out Fidelity Guarantee Bonds at the member's rate of premium.

Progress

The Board reported that 1,468 policies in connection with Motor Insurance had been issued during the nine months January 1, to September 30, 1935, making a total number of 6,349 policies in force as at that date. The Board also reported that 4,995 Life policies and 6,824 Fire and Householder's Comprehensive policies were in force at the same date. This compared with 4,437 and 5,429 respectively as at January 31, 1935. The reports of the various Committees were approved.

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WEST HAM

One of the members of the West Ham Branch, Mr. F. G. Johnson, in the public health department, was recently successful in gaining the "Lady Blandford" Silver Challenge Cup for the best group of table chrysanthemums, and a silver medal for the best Jap bloom (inner section), at the recent West Ham Chrysanthemum Show held at the Town Hall, Stratford.

The Centenary Year

HARROW CEREMONY : MORE OPINIONS ON THE VOLUME

Harrow Ceremony

At noon on Friday, December 6, Mr. G. W. Coster, President of N.A.L.G.O., accompanied by Dr. A. Wother-spoon, Messrs. W. E. Lloyd, P. H. Harrold, J. W. Wilkinson, and F. J. Willett of the National Executive Council, visited Harrow Hill to place a wreath of tribute and memory by the tablet on the outer walls of Harrow School which commemorates the vow made by young Anthony Ashley Cooper, afterwards the Seventh Earl of Shaftesbury. Ashley Cooper was a boy of fourteen when in 1815, the year of Waterloo, he saw a pauper's funeral winding its way up towards the Parish Church on the Hill. Four or five of a party of workmen were carrying, or attempting to carry, a rough sort of casket containing the earthly remains of a fellow-workman. They were intoxicated and were singing a rough song. Turning a steep corner, they collapsed, and the casket crashed to the ground. The coffin-bearers quarrelled and cursed. It was a sight which revealed to the sensitive heart of the boy something of the cruelty and vulgarity of the conditions in England at that time. "Good Heavens," he said to himself, "can this be permitted simply because the man was poor and friendless?" And to the poor and friendless from that hour he determined to devote his life.

Lord Shaftesbury became a pioneer in turning the thought of the nation to the cruelty and peril of circumstance under which so many laboured and were oppressed. Health, sanitation, and recreation are three of the great amenities in which Lord Shaftesbury's inspired and incessant importunity was as light to darkness. Florence Nightingale claimed that Shaftesbury's Commission "saved the British Army," and, indeed, it had wider influence, and all England is debtor to the devotion of this great nobleman to the well-being of the people. His work for little children, and especially for the chimney boys, is but one of the splendid examples he has bequeathed. This being the centenary year of local government, the Association felt that the memory of Lord Shaftesbury should be honoured on Harrow Hill itself, where he witnessed the

incident which compelled him to his covenant of service. The wreath placed by Mr. Coster by the tablet bore the words:

"In tribute to a pioneer beloved.
'During a public life of half a century, he devoted the influence of his station, the strong sympathies of his heart, and the great power of his mind to honour God by serving his fellow-men.' The words written by Mr. Gladstone of the Seventh Earl of Shaftesbury come again to remembrance in this Centenary Year of Local Government, and the Executive of 'Nalgo' tenderly and reverently pays tribute to a beloved pioneer in the well-



Photo

[Harrow Observer

The President at the Shaftesbury Tablet

being of the English people, and to this place on Harrow Hill, where as a boy at Harrow School in the Year of Waterloo, Anthony Ashley Cooper did register in his heart a vow which was destined to awaken his country to a true humanity."

The Head Master of Harrow School, Mr. Vellacott, attended the ceremony, and the Chairman of the Harrow U.D. Council, Mr. Telfer, and the Vice-Chairman, Dr. Forbes, were also present, accompanied by the chief officers and the vicar of Harrow. At the lunch afterwards Mr. Coster gave the toast of the memory of Lord Shaftesbury which was honoured in silence. He contrasted the conditions of the present year of grace with those prevailing when Lord Shaftesbury began to prick and stir the public conscience, pointing out how fitting it was in this centenary year of local government to remember a noble pioneer.

The Volume

Here is the second selection of what other people think of the centenary volume. *Local Government Journal*: "In the pages of this volume, the reader will find presented to his view in a way that could not be surpassed, all the main features of our system of local government and all those problems of policy and practice which perplexed past generations of administrators and which remain, many of them, to challenge our sagacity and our skill at the present time."

Medical Officer: "This volume provides just that historical and cultural background which every far-seeing local government officer knows is absolutely essential if he is to have a complete grasp of what he is doing."

The Times (literary supplement): "The whole book is worthy of its purpose."

London Town: "This is indeed a notable volume and a splendid witness to the initiative and public spirit of N.A.L.G.O."

Manchester Guardian: "If exact information presented in a readable form about their municipal institutions can cure the apathy of ratepayers, this survey of municipal achievement since 1835 should be of real assistance."

The Economist: "Local government officers are to be congratulated on the enlightened self-interest which inspired their national association to arrange for this memorial volume. The book is admirably planned and many of the chapters are quite first-rate. Since 1903, when the last edition of Redlich's 'Local Government in England,' appeared, the work of City Councils has been extended on a huge scale, and no attempt which has so far been made to bring the history of the subject up-to-date has come nearer success than this one."

What Is Your Opinion?

We have yet to hear what you think of the volume. The editorial columns of this journal are open to you to express your opinion. If you have not read the volume, then please turn at once to page 374 where you will find an order form.

NALGO BUILDING SOCIETY

DURING 1935 ADVANCES
ON MORTGAGE TOTALLING
£850,000

WERE AUTHORISED, TO ENABLE
MEMBERS TO PURCHASE FREE-
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If you propose to buy a house during 1936, apply
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Interest $4\frac{1}{2}\%$. Maximum term of repayment 25 years.
Mortgages up to two-thirds of the value at $4\frac{1}{4}\%$. In
approved cases, 100% of the value advanced.

ASSETS — £1,900,000

Full particulars obtainable from the Local Correspondent or the Secretary

24, ABINGDON STREET, WESTMINSTER, S.W.1

Salaries and Service Conditions

PROGRESS DURING DECEMBER

Superannuation. The divisional secretary has attended a meeting of the Trade, Commerce and Establishment Committee of the Blyth Town Council, and addressed them on the question of the adoption of the Local Government and Other Officers' Superannuation Act, 1922.

A very full hearing was granted to him, and it was decided that a special meeting should be called to consider the matter further.

At a special meeting held on December 11, the Burton-upon-Trent Council decided by twenty votes to nine to adopt the Local Government and Other Officers' Superannuation Act, 1922. The scheme covers 155 officers and 767 workmen, and comes into operation on April 1, 1936.

After moving the resolution of adoption, Alderman Jenkins (Deputy Mayor) referred to the existing system of granting retiring allowances to employees, and stated it had been found the position was illegal and needed regularising. The council had also been faced with difficulties when filling vacant posts, as applicants had withdrawn on learning that there was no superannuation scheme. Replying to a question in the subsequent discussion, Alderman Jenkins said that when the adoption of the Act was first considered by the council in 1923, the (annual) cost would then have been £9,873, as against £13,000 at the present time.

Following a joint application by the National Union of General and Municipal Workers and the Association to increase non-contributory allowances above the minimum, the Leek Urban District Council have decided that in the case of employees who have completed thirty years' service, they be granted a minimum allowance of fifteen shillings a week, and in the case of employees with twenty years' service or under, the minimum allowance be fixed at ten shillings a week.

Local Joint Committee. The finance committee of the West Riding Mental Hospital Board received the divisional secretary on November 25 for the purpose of considering an application for the appointment of a local joint committee. It is understood that a sub-committee was set up to consider the representations made.

Administrative Difficulties. On behalf of the surveyor of the Knaresborough Urban District Council, the divisional secretary attended a meeting of the council on December 2, for the purpose of investigating certain charges which had been made, reflecting upon the surveyor's administration.

It was decided to form a committee consisting of the members of the council to go further into the allegations, the divisional secretary being requested to represent the surveyor at the inquiry.

Temporary Staff. At Newcastle-upon-Tyne there is a considerable number of temporary officers in the various relief offices. Some of the men in question have been engaged temporarily for a period of fourteen years, and it is not surprising to learn that they are anxious to have their position defined, and to be incorporated with the rest of the corporation's staff.

The divisional secretary attended a meeting of a sub-committee of the public assistance committee on behalf of the temporary officers, and as a result, it was agreed that the town clerk should make a report and explore the possibilities of the situation, in view of the requirements of the department.

It is intended that further representations will be made in due course.

Dismissal of Probationer Nurse. The honorary secretary of the South Shields Branch has interviewed a sub-committee of the public assistance committee in respect of the dismissal of a probationer nurse. In the first instance, the committee, by a majority, confirmed their decision, at a later stage they agreed to reinstate the nurse in question, subject to the agreement of her superior officers.

Salaries. The honorary secretary of the South Shields Branch has interviewed the electricity committee on the question of the salaries of four senior members of the collecting staff of the electricity department.

The electricity committee has agreed to recommend an increase in salary to the men in question, thus removing serious anomalies which have existed for some considerable time.

The Long Eaton Council has adopted an improved scale of salaries.

The divisional secretary has adopted an application to the Jarrow Town Council for the adoption of a salary and grading scheme, and also for the appointment of a local joint committee.

At an interview which was granted to him, he was courteously received, and it is understood that a sub-committee has been appointed to go further into the matter.

An application made by the divisional secretary to the public assistance committee of the Durham County Council on behalf of the accounts clerks' salaries has received scant courtesy, and we cannot but feel that the committee is under some misapprehension on this matter. Further representations are being made, which we trust will achieve greater success.

We appreciate to the full the great difficulties which the committee has had to face, and we have no desire to add to those difficulties. Nevertheless, we hope that the committee, as employers of labour, will appreciate the point of the accounts clerks in question, and at least allow their case to be stated.

1936

Let the New Year be the commencement of an active career. Now is the time to commence studies for your professional, technical or vocational examination.

Although correspondence courses can be commenced at any date in the year, it is undoubtedly advantageous to do so now. Two further advantages are obtained by enrolling with the NALGO CORRESPONDENCE INSTITUTE, as follows:

1. All the tutors are experts and are engaged in a practical way in the administration of the subjects they teach.

2. A special discount from the fees is allowed to members of N.A.L.G.O.

Over 7,000 students have trained with the NALGO CORRESPONDENCE INSTITUTE. Why don't you invest in a course?

The following is a short list of Institutions for whose examinations coaching is arranged: National Association of Local Government Officers.

University of London (Diploma in Public Administration).

Institute of Municipal Treasurers and Accountants.

Incorporated Association of Rating and Valuation Officers.

Various preliminary examinations (including matriculation).

Board of Trade (Inspectors of Weights and Measures and Gas Meters).

Chartered Institute of Secretaries, Incorporated Secretaries Association and Corporation of Certified Secretaries.

Sanitary Inspectors Joint Examination Board (both for England and Wales and for Scotland).

Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).

Institution of Municipal and County Engineers (Testamur).

Poor Law Examinations Board (England and Wales).

(a) Relieving Officers.

(b) Institution Officers.

(c) Clerical Assistants.

Poor Law Examinations Board (Scotland).

Full particulars from the

**NALGO
CORRESPONDENCE
INSTITUTE**

**24 ABINGDON STREET
Westminster, S.W.1.**

Court Leet

THE genesis of local government can be traced to the various manors up and down the country, when the Lord of the Manor, or his steward, summoned his tenants, and from them were elected, or appointed, persons to carry out his instructions for the good behaviour of all the inhabitants of the manor. These gathering were called "Court Leets," were summoned regularly, and if any neglected, or refused to attend, they suffered "Amerciament."

At these Court Leets were appointed one or more of the following officers: "Ale Conner," "Bellman," "Constable," "Flesh Taster," "Hayward," the "Greave," or "Reeve," "Moor," and "Hedge-looker," and an officer for the assize of bread. These perambulated the manor to examine weights and measures, and the quality of the provisions exposed for sale. They "presented" or accused delinquents and nuisances and fined persons for refusing, or neglecting to take office, or using false weights and measures. These fines were annexed by the Lord of the Manor. In the course of time, as manors were amalgamated by marriage, gift, or purchase, some difficulty was experienced in finding persons to carry out these duties from amongst the jurors. Therefore persons were elected, who although elected annually, were nevertheless "permanent" officials of the manor.

Ale Taster

The "Ale Taster," who had to take a most fearsome oath on taking office, had power to "present" any brewer, brewster, cook, or pie maker, of selling a gallon of ale for more than 1*sd*. The punishment for brewing and publicly exhibiting bad ale was either a fine or two hours seat upon the "cucking" stool, before the culprit's own door; the drink, if pronounced by a discriminating judge to be "undrinkable," being handed over to the poor people. Before the authorities, his evidence as against the offender was unquestioned. The responsibility was great, and the confidence reposed in the judgment and honesty of the official equally so. His office in Southwark was particularly onerous in the old days. The Borough was a busy centre of brewing. Early in the 16th century Southwark ale had acquired such a reputation that it was sold at 5*s*. a tun more than Kentish ale.

Southwark

One of the most ancient of these "Court Leets" is that of the "Gildable Manor" of Southwark. As late as 1327, Southwark seems to have been a distinct corporation, governed by its own bailiff, but by Letters Patent of March 6, 1327 (Edward III), the City of London was granted the Town of Southwark, with the appurtenances, for ever, the City paying to the King's Exchequer the accustomed yearly rent of £10 for the same. This charter granted only that part of Southwark known as the "Gildable Manor," to prevent it becoming the home and refuge of criminals from the City. The City of London did not acquire the King's Manor and the Great Liberty Manor until April

23, 1550 (Edward VI), in consideration of a sum of £647 2*s*. 1*d*. (why the odd *d*?) for the King's Manor, and 500 marks for the Great Liberty Manor. By these Letters Patent the entire civil and municipal government of the Borough were given to the City, and they appointed the steward.

Manorial Rights

The Law of Property Act practically did away with manorial rights, but the City Corporation, ever jealous of its rights and worthy supporters of ancient customs, still summon, by the City Recorder as High Bailiff of Southwark, every October, a Court Leet of the "Gildable Manor in Southwark," which meets at the Borough Polytechnic, Borough Road. The jury now consists, *inter alia*, of the Councillors of St. Saviour's Ward of the Metropolitan Borough of Southwark, and on the summons they are warned "not to fail on pain of Amerciament." Whether this fine has ever been inflicted in recent years, history is silent.

NALGO BUILDING SOCIETY

(Incorporated 16th July 1932)
APPOINTMENT OF CONVEYANCING CLERK

Applications are invited from persons having a thorough knowledge of the law and practice of conveyancing for the appointment of Conveyancing Clerk (unadmitted) for the above Society's Legal Department at a salary of £300 p.a.

Candidates must not be more than 35 years of age, and the gentleman appointed will be required to devote the whole of his time to the duties of the office.

Applications (endorsed "Conveyancing Clerk") stating age and full particulars of experience, accompanied by copies of three recent testimonials, to be received by me not later than the 21st day of January, 1936.

L. HILL, General Secretary,
24 Abingdon Street,
Westminster, S.W.1.

(Continued from next column)

So, even if dampness does penetrate in places, there is no need for undue anxiety; but the rooms affected should be warmed and ventilated at every possible opportunity.

The same advice applies to cases of condensation, often mistakenly attributed to porous brickwork, but really due to the natural properties of hard, glossy wall surfaces, which long remain comparatively cold in spite of mild atmospheric conditions.

In really bad cases of failure to resist driving rain, however, it may be necessary to consider definite remedies; some of which will be briefly discussed in a future article.

The Nalgo Building Society offers advantageous facilities to members of N.A.L.G.O. for house purchase and advice will gladly be given on this subject. Application should be made to the Secretary, Nalgo Building Society, 24 Abingdon Street, Westminster, S.W.1.

A Householder's Problem

By A HOUSING ARCHITECT

THE wind-driven downpours of autumn have found out every weak spot in our houses, particularly such as are of recent construction. The new wallpaper which looked so well has faded, and feels cold and clammy. There are damp patches, perhaps, just above a skirting, or underneath a window-sill; and cupboards have a slightly earthy odour about them.

Before we yield to the temptation to write a strong letter to the builder or landlord about it, let us go round the house together and take stock of its defences against the English climate.

Damp Course

First, the dampness near ground-floor level. It will be safe to assume that practically every house built during the present century has been provided with a damp-proof course. This consists of a layer of slate, bitumen, or other impervious substance, spread over each wall some six inches above the ground.

Unless the house is cement-faced, there should be visible a horizontal mortar joint, about double the normal width, near ground level. This locates the damp-proof course; but very often we discover that garden soil has been thrown up against the wall above this level, thereby allowing ground moisture to saturate the brickwork. Any such soil should be promptly raked away.

Cases may occur in which the damp-proof course is for some reason ineffective; but under the eye of a modern local authority, whose duty it is to watch for any such circumstance, cases of this kind are fortunately rare.

In houses over, say, fifty years old, a damp-proof course will seldom be found—or if present, may have perished in course of time. Should ground dampness appear to be rising in old houses, experienced advice should be obtained before treatment is begun.

Air-gratings

All air-gratings in the external walls near ground-level must be kept clear of soil and every other obstruction. Their purpose is to ensure a through current of air under the floors, and so minimise the risk of decay in the woodwork.

Solid brick walls as usually built in modern houses are adequate for normal conditions, but seldom thick enough to repel a continuous driving rain. In this respect, old houses have a definite advantage.

Brick walls built in two sections, with a space between—known as hollow or cavity walls—should be effective, and rarely show dampness, providing the cavity has been kept clear of mortar droppings and other debris during construction.

New Property

In any case, if the property is newly built, the bricks will probably have come fresh from the kiln in a clean, dry, and therefore highly absorbent condition. As time goes on, good bricks "weather" and acquire a hard outer skin, becoming every year more resistant to moisture.

(Continued in previous column)

**NATIONAL ASSOCIATION
OF LOCAL
GOVERNMENT OFFICERS**

HEADQUARTERS:
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: WHItehall 9351 (6 lines). Telegrams: Natassoc, Parl, London.

**HEADQUARTERS AND
BRANCHES**

The following circulars have been forwarded to branch officers from headquarters:

November 27, 1935

Circular No. 83/Legal/1935

(To each Member of Parliament.)

Regarding the ballot for Private Members' Bills.

December 10, 1935

Circular No. 85/1935

(To each local correspondent of the provident society.)

Regarding returns and remittances to headquarters.

December 11, 1935

Circular No. 86/1935

(To each branch secretary.)

Concerning the sale of (a) the N.A.L.G.O. Diary, 1936, and (b) N.A.L.G.O. colours.

Circular No. 87/1935

(To the secretary of each district committee and branch.)

Regarding the purchase of publications.

Circular No. 88/T.S./1935

(To each branch and thrift secretary.)

Giving particulars of Christmas purchases which may be made through the thrift scheme.

December 12, 1935

Circular No. 84/1935

(To each local correspondent of the approved society.)

(a) Enclosing contribution cards, lists, expenses forms, and Pamphlet A.S. 244.

(b) Enclosing a copy of the minutes of the annual general meeting, 1935.

(c) Concerning the increase in contributions.

(d) Concerning sickness claims.

(e) Regarding the forwarding of cards and the claiming of expenses.

(f) Giving information regarding free-period members.

ABERDEEN CONFERENCE

Dates to Remember

March 1.—Return (Form C1) of names and addresses of representatives to Conference to be received at headquarters by 5 p.m.
March 1.—Nominations for election of N.E.C. to be received at headquarters by 5 p.m. (Form EL1.)
March 1.—Nominations for honorary officers to be received at headquarters by 5 p.m.
March 1.—Motions for Conference to be received at headquarters by 5 p.m.
March 15.—Nominees for election of N.E.C. may withdraw up to 5 p.m. on this date.
April 1.—Journal will contain Conference agenda.
April 1.—Report of the N.E.C. to be issued to representatives with agenda.

April 15.—Amendments to motions in Conference agenda to be received at headquarters by 5 p.m.

April 15.—Voting papers for N.E.C. to be in hands of branch secretaries.

April 23.—Voting papers for N.E.C. to be in hands of members.

May 1.—Voting papers to be in hands of secretary of district committee.

May 1.—Journal will contain amendments to motions in Conference agenda.

May 2.—Counting of votes for N.E.C. commences in each district.

May 2.—Voting papers for honorary officers to be in hands of branch secretaries.

May 2.—Voting papers for venue of Annual Conference to be in hands of branch secretaries.

May 16.—Conference agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

May 16.—Branches desiring to divide voting strength at Conference to notify headquarters of allocation.

May 16.—Voting papers for honorary officers to be returned to headquarters.

May 16.—Voting papers for venue of Conference to be returned to headquarters.

May 30.—Whit Saturday. First day of Conference proceedings.

June 1.—Whit Monday (Bank Holiday). Second day of Conference proceedings.

IMPORTANT DATES

January 16, 17, 18.—N.A.L.G.O. examinations.

January 31.—First quarterly return of alterations in register of membership.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost of living index for the past six months: July, 43; August, 43; September, 43; October, 45; November, 47; December, 47. The percentage increases in each of the five groups on which the index figure is based are as follows:

	Oct.	Nov.	Dec.
Food ...	28	31	31
Rent ...	58	58	58
Clothing ...	85	85	85
Fuel and Light	70	70	70
Other Items ...	70	70	70

ORDER FORM

"A CENTURY OF MUNICIPAL PROGRESS, 1835—1935"—Price £1 1 0

To the GENERAL SECRETARY, N.A.I.G.O.,
24 Abingdon Street,
Westminster, S.W.1.

Please send me.....copy(ies) of "A Century of Municipal Progress, 1835—1935" for which I am enclosing a remittance for £ :

NAME.....

ADDRESS.....

NALGO BUILDING SOCIETY.

Members and local correspondents of the Nalgo Building Society are asked to note that in order to facilitate the auditing of passbooks the following audit programme has been adopted: The passbooks of members in the Metropolitan district will be audited at headquarters during the week ending January 25, 1936; those for the North-Western and North-Eastern districts during the week ending February 1, 1936; for the Yorkshire, East Midland, West Midland and Eastern districts during the week ending February 8, 1936; for the South-Eastern, Southern, South-Western, South Wales and Scotland districts during the week ending February 15, 1936.

Members may hand their passbooks to the local correspondent, who will transmit them in bulk to headquarters. Those members who desire to do this should hand their passbooks to their local correspondents in good time for him to send them to headquarters by the appropriate date, so that the audit may be kept up to schedule. The receipt of the passbooks will not be acknowledged, but they will be returned direct to the individual members.

**WOMEN IN LOCAL
GOVERNMENT**

The following resolution was passed unanimously at the Annual Meeting of the London and National Society for Women's Service held in the Millicent Fawcett Hall on November 27, 1935:

"That the London and National Society for Women's Service, considering the important part played by Local Authorities in the modern State, record their dissatisfaction that there should be so small a number of women holding responsible posts in the Local Government Services. They hold that the time has come for general action to be taken with a view to extending the employment in administrative work of men and women of high educational standards, and to making possible an interchange of staff between different authorities without breaking continuity of service. They urge that in any such scheme complete equality of opportunity be given to men and women, and that salary scales be adopted that are based on the work done and not on the sex of the worker."

"... must imperatively be read by every local government officer, high or low, as the indispensable basis of his professional culture"—SIDNEY WEBB.

Editorial Offices, 24 Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.

Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed.

Trade Unionism

IT has been apparent for some time past that certain influences have been at work with the object of forcing local government officers into any organisation which is affiliated to the Trades Union Congress. These influences have been disturbing the thoughts of a number of members of N.A.L.G.O., and they have taken that insidious form which is difficult to combat.

They cannot be dissociated from the discussion which took place at the last annual meeting of the Trades Union Congress, when an open attack on N.A.L.G.O. was made.

The branches have reported from time to time that "hints have been given," and that "threats have been used" to the effect that certain local councils hold out very little hope of favourable consideration being given to any representations made to them by N.A.L.G.O., unless it becomes affiliated to the Trades Union Congress.

We have refused to believe that the Trades Union Congress has officially authorised such tactics, because we feel that the Congress is controlled by men whose judgment on matters of momentous import is sound.

We honestly believe that these tactics are dictated by the local trade union enthusiasts, and particularly that type of trade union organiser who has sensed a kind of trade union membership harvest from the disintegration of N.A.L.G.O.

We report on another page the receipt of a communication addressed by the Glasgow Trades Council to the Glasgow Corporation on December 12 last, as well as a report which appeared in the "Daily Express" on the following day.

We congratulate the Glasgow City Council upon the wisdom of its decision. If it had fallen for the recommendation of the Glasgow Trades Council, we should have had no alternative but to have regarded it as a challenge to N.A.L.G.O., and to the best traditions of public administration.

The National Executive Council took the same view, and would have accepted the grave challenge with all the resources of its membership and funds.

Let it be made perfectly clear that in this question there lies a fundamental danger of supreme importance. N.A.L.G.O. is not out of sympathy with the policy of the Trades Union Congress

as regards its defence of trade unionism and its desire to protect the standards of all trade unionists, but public opinion associates the Trades Union Congress with party politics, and once that same opinion associates a public service with party politics, the end of everything that the local government service stands for in this country is assured.

Where the T.U.C. stands in relation to the Labour Party was made quite clear at the 35th Annual Conference of the Labour Party, held at Brighton last year. Mr. W. Kean, vice-president of the T.U.C., speaking as a fraternal delegate said: "We are not two movements, but one, with common aims, interests, and activities."

All through the history of public administration in this country the complete confidence of the nation has rested upon a firm belief that public officers are outside the issues of vested or political interests. If anything is done to transform that confidence into suspicion, then the very foundation upon which the public services rest in this country collapses.

To local government officers, this challenge is far more serious than it would be to civil servants, because the former are daily face to face with employers who are elected mainly on party political bases. Those who seek to dictate the policy of N.A.L.G.O. are taking a mean advantage of that close contact. Threats and hopes are their weapons, and it requires a strong individual character to resist even the unseen pressure which has been exercised in certain quarters. There are 81,000 members of N.A.L.G.O., ranging from chief officers to juniors, with all the grades, shades,

and professions in between. These men and women have to advise their local authorities and government departments on the best methods of administering local government. They have the right to practise trade unionism in its best sense, to advance their economic positions, and to enhance their status through N.A.L.G.O., and N.A.L.G.O. has never attempted to influence how each individual member should exercise his right as a citizen in political matters.

For any party to use its influence as an employer to force the organisation of its employees into any particular camp of political thought is usurping its authority and taking an unfair advantage of a position of power for which it has neither the mandate of the people who elect them, nor the historical tradition.

When N.A.L.G.O. puts forward its claims for service conditions, it does so on the merits of its case. To expect those claims to be admitted because of pseudo-political alliances would be unadulterated jobbery.

N.A.L.G.O. has thrown the whole weight of its influence into every movement which has promised to provide a local government staff personnel of highly trained and efficient public servants.

The ebb and flow of political control of local government policy goes on from year to year. It is already very difficult for local government officers to meet the barometrical fluctuations in the strength of the demands upon the execution of their responsibilities. One moment the machine is running forward with an acceleration of speed which puts a strain upon the administrative, professional, and executive officers. Then, by the turn of the ballot box the wheels are reversed, but the efficiency of the machine has to be maintained.

The crack of the whip in Whitehall or, alternatively, the tightening of the reins by the same authoritative hands also put their strain on local government officers, but the threat which was contained in the request submitted by the Glasgow Trades Council struck at the very constitution of this human machine, and for that reason alone it had to be resisted.

N.A.L.G.O. is big enough to withstand the onslaught upon its position in the world of organisation, but the issue at stake in the Glasgow proposals was bigger even than N.A.L.G.O.

Local government belongs to all the people, and not to any particular class or section. It is in this highest sense the most purely democratic institution left in this modern world of political and economic chaos.

The National Association of Local Government Officers must fight for the preservation of this great heritage of the social structure of these Islands.

Compulsory Superannuation Bill

THE following letter has been sent by N.A.L.G.O. to Members of Parliament:

"I have been directed by the council of this association to ask whether, in the event of the usual ballot for Private Members' Bills taking place at the commencement of the first Session of the new Parliament, you will take part in the ballot, and, if successful, be good enough to introduce a Bill to bring into operation a compulsory superannuation scheme for officers and servants of local authorities.

"The statute which makes provision for superannuation of employees of local authorities, namely, the Local Government and Other Officers' Superannuation Act, 1922, is an adoptive Act, and although it was passed thirteen years ago, there are to-day a very large number of local authorities who have not put the Act into operation, with the result that there are still several thousands of such employees who have no superannuation rights.

"In addition, the present position is most unsatisfactory by reason of the many anomalies which exist, of which the following are examples:

- (1) All county councils and county borough councils who have adopted the Act of 1922, have now in their service part of their employees who are contributing under that Act, and part who are contributing under the Poor Law Officers' Superannuation Act, 1896.
- (2) All county councils and county borough councils who have not adopted the Act of 1922 and have not in operation a superannuation scheme under a local Act, have now part of their employees without any superannuation rights and part contributing under the Act of 1896.
- "(3) Many rating authorities who have adopted the Act of 1922 have, besides their employees who are contributing under that Act, other employees who are contributing under the Act of 1896, their rights under the latter Act having been preserved to them as transferred officers under the Rating and Valuation Act, 1925.
- "(4) Many rating authorities who have not adopted the Act of 1922 have part of their employees without any superannuation rights and part who are contributing under the Act of 1896.
- (5) Superintendent registrars and registrars of births and deaths, although appointed by local authorities, are not officers of the appointing authority for the purposes of the Act of 1922, and are, consequently, outside the superannuation scheme of that Act.

"For several months a conference of representatives of the Association of Munici-

pal Corporations, the County Councils Association, the Urban District Councils Association, the Rural District Councils Association, the Trades Union Congress General Council, and this Association, has had under consideration the provisions of a Bill to provide for (*inter alia*) (a) the compulsory extension to all local authorities in the United Kingdom of the principle of superannuation for the officers and servants employed by them, and (b) the payment of transfer values to enable such persons to transfer from the service of one local authority to the service of any other local authority without loss of their superannuation rights or the benefit of past service for superannuation purposes; and as a result of the discussions which have taken place, agreement between the bodies referred to has been reached on all the important questions of principle involved. A draft Bill has been prepared and is substantially in a form in which it could be introduced. In view of the large measure of agreement which has been reached, it is believed that the Bill in all its stages would not be likely to occupy much Parliamentary time.

"My Council would be very grateful to you if you could see your way to accede to this request. If you are prepared to ballot for the Bill referred to above, I should be greatly obliged if you would let me have an early reply to that effect.

"I should add that if there is any further information on the subject you would like, I shall be only too pleased to let you have it on hearing from you."

(Continued from next column.)

end of a hand, and here I agree with him. There is an extraordinary amount of nonsense talked after all the cards have been seen, and I share the view of Mr. Frank England that there is an ever-growing class of "experts" who—judging solely by results—have far too much to say at the end of a hand. Many of their contentions are open to question, or if correct can only be justified on the basis of dummy play, and they overlook the fact that the obviousness of the location of certain cards cannot be nearly so clear during the play of the hand as in retrospect.

Again and again, strict matter-of-fact reasoning, based on normal probabilities, would dictate the play of a particular card, but some peculiar instinct tells you to ignore ordinary experience and act upon an impression derived from the attitude or demeanour of an opponent. On many occasions this intuition is sound, and the risk is justified, but things inevitably go wrong in a certain percentage of cases, and it is very unfair to indulge in extravagant criticisms.

After all, a sound player should consider whether a particular attitude or hesitancy has any significance, notwithstanding the risk that inferences may be drawn which may prove to be unsound. Under any circumstances, however, "Inquests" should be few and far between.

Bridge Forum

By NEVILLE HOBSON

Table Manners

I recently saw a letter from a correspondent complaining of the mannerisms of various people with whom he plays Contract. He considers that Bridge has lost the piquancy and fascination which it used to have, and apparently many of his acquaintances hold similar views.

In his case, however, he refrains from any attack upon the various complex conventions, but condemned "the lack of table manners of the average partner or opponent."

This is a startling indictment, and its wide and general terms constitute its weak spot, but it is probably true to say that—applying the perspective and principles which should dictate the standard of conduct—the manners of the average player leave much to be desired.

Properties

If reference is made to the end of the new laws of Contract Bridge, a detailed list of things which a player should not do at the card table will be found, and probably none of us can honestly say that he has never been guilty of a breach of any of them.

Admittedly these admonitions comprise a state of perfection to which we can never hope to attain. Probably the person who can claim that his manners are in every detail above reproach is nonexistent, but there is ample scope for improvement on the part of the majority of players, and I propose to deal with these proprieties at some future date.

Slowness of Play

The correspondent in question goes on to criticise the speed at which games are now played, and duplicate matches are becoming very slow affairs. So far as ordinary club play is concerned, my own impressions are that women in general play faster than men, but some of my male friends make a retort to this contention with which I cannot deal in this article. Speeding up, however, appears to be called for.

"Bullying"

This phrase appears in the letter in question, and the writer has apparently seen too much of persistent bullying of partners. I feel he must have been unfortunate in this respect, but there is a tendency for a certain type of player to indulge in a form of hectoring and dictation which is extremely unfair to partners who are doing their best, but whose experience is not quite equal to the demands made by this involved game. Frequently it results in the partner playing worse than ever, but, apart from this, it makes the opponents extremely uncomfortable, and holds up the game.

Inquests

The correspondent is also disturbed by the "cleverness" over Inquests at the

(Continued in previous column.)

1936

1

JANUARY

FORE-THOUGHTS FOR '36

1. I HAVE POSTPONED LIFE ASSURANCE LONG ENOUGH

2. MY FAMILY HAVE A "ROOF" OVER THEIR HEADS, BUT THEY ARE "NOT COVERED" UNTIL I HAVE EFFECTED A

N.A.L.G.O. FAMILY INCOME POLICY

3. LIBERAL BENEFITS

IF DEATH OCCURS WITHIN 20 YEARS:

1. £200 ON DEATH
2. £3 A WEEK FOR THE BALANCE OF THE 20 YEARS, AND THEN—
3. A FURTHER £800

IF DEATH DOES NOT OCCUR WITHIN 20 YEARS £1,000 WILL BE PAID WHEN IT DOES OCCUR

SECURED BY**MODERATE TERMS**

Age next birthday	Monthly instalments
25	1 10 0
30	1 15 0
35	2 4 2
40	2 12 6
45	3 8 4
50	4 8 4

4. Never Again Leave Good Opportunities

WRITE **TO-DAY** FOR FULL PARTICULARS TO THE
N.A.L.G.O. LIFE DEPARTMENT

24, ABINGDON STREET, WESTMINSTER, S.W.1

District Committees

Reports of the Annual Meetings

North-Western and North Wales

The annual meeting of the North-Western and North Wales District Committee was held at the Town Hall, Manchester, on Saturday, December 14, under the chairmanship of Mr. W. H. Whinnerah, of Manchester. Mr. W. O. Lester Smith, director of education for Manchester, welcomed the delegates, numbering about 200, and there were also present, Mr. F. J. Willett, honorary secretary, Mr. J. D. Cannell, honorary treasurer, and Mr. Haden Corser, divisional secretary.

The business of the meeting was mainly formal in character, the election of the officers for the district resulting as follows: Mr. W. H. Whinnerah, chairman; Mr. J. W. Singleton, vice-chairman; Mr. F. J. Willett, honorary secretary; Mr. J. D. Cannell, honorary treasurer. The ex-chairman of the district committee, Mr. J. W. Wilkinson, deputy town clerk of Southport, was absent through illness, and had intimated his desire not to put up for re-election. Mr. Wilkinson has been chairman of the district committee for eleven years, having been deputy chairman of the committee for two years previous to this period. The members of the district committee placed on record their appreciation of the services of Mr. Wilkinson, and expressed the hope that they may long have the benefit of his services as a member of the committee.

South-Western

The ninth annual meeting of the South-Western District Committee was held at the Hydro Hotel, Paignton, on Saturday, December 14, 1935, under the chairmanship of Mr. C. J. Newman, town clerk of Exeter. Some forty-three delegates were present, representing nineteen branches. Mr. Huggins, chairman of the Paignton Urban District Council, welcomed the delegates to Paignton, and referred to the useful work which N.A.L.G.O. was doing, and expressed the hope that the Urban District Council would be able to adopt the Superannuation Act for the officials.

The following officers were re-elected for the ensuing year: chairman, Mr. C. J. Newman; vice-chairman, Mr. P. H. Cole; honorary secretary, Mr. A. W. Saunders; honorary treasurer, Mr. A. G. Billing; honorary auditor, Mr. E. W. Deacon; honorary motoring correspondent, Mr. E. J. Pratt.

The annual report showed that the membership in the district had increased during the year by approximately ten per cent. New branches had been formed at Kingsbridge and District and Weston-super-Mare. The latter branch had made a splendid start, and every hope was entertained of obtaining a hundred per cent membership. Sympathetic reference was made to the illness of Mr. Armitage,

and the sincere wishes of the committee for a speedy recovery were expressed. The question of the establishment of an area education committee was referred to the executive committee for consideration.

The Paignton branch is to be congratulated on the excellent arrangements made for the well-being of the delegates. An excellent dance was held by the branch at the Hydro Hotel on the Friday evening, and some twenty or thirty delegates were present on the invitation of the president and members of the local branch, who also entertained delegates to luncheon on the Saturday, after the meeting. The luncheon was presided over by Mr. S. Hodson, president of the branch. The toast of "N.A.L.G.O." was given by the clerk to the Paignton U.D.C., and Mr. C. J. Newman responded.

The local arrangements were made by Mr. D. H. Sharpe, honorary secretary of the Paignton branch, and the management of the Hydro Hotel did everything possible for the comfort of the delegates during their stay.

South Wales

There was a large and representative attendance of members at the annual meeting of the district committee, held in the City Hall, Cardiff, on December 14.

His Worship the Lord Mayor of Cardiff, Alderman G. Fred Evans, J.P., attended, and extended to the delegates a very hearty welcome to Cardiff. Subsequently the Lord Mayor and City Corporation generously entertained the party to tea.

The committee adopted the report of the executive committee. This included approval of a draft scheme relating to eligibility for membership, circulated by the National Executive Council, subject to the right of branches to admit certain classes of officers where this is deemed desirable; and a statement that the Association had paid the whole of the costs (£225) in a recent slander action.

The committee agreed to forward a grant of £15 15s. to the Aberdare General Hospital, £5 5s. to the Cardiff Royal Infirmary, and £5 5s. to the Pontypridd Cottage Hospital.

The annual report stated that the membership at January 31, 1935, was 4,153, and that reports indicated a further increase; that during the year the 1922 Superannuation Act had been adopted by the Brecknock, Pembroke, and Radnor County Councils, the Borough of Port Talbot, and the Ebbw Vale U.D.C., and that the county councils were willing to admit officers of local authorities within their administrative areas to their schemes; that the Newport (General Powers) Act, 1934, contained clauses providing for annuities for widows; that grad-

ing schemes had been adopted by the Llchwyr U.D.C. and the Llantrisant R.D.C.; the Carmarthen C.C. had approved an improved scale, and the Pontypridd U.D.C. a more favourable scale for juniors; that improved holiday scales had been agreed to by the Monmouth C.C. and Newport, and a satisfactory scale of payments during sickness adopted at Bedwellty; and that the Association had given legal aid to four officers involved in actions for libel or slander.

A report on the B. and O. Fund stated that in South Wales £950 was raised in 1934, which represented 4s. 7d. per head of membership, but that the grants made to South Wales cases were £1,121, or 5s. 5d. per member. Since the inception of the Fund, £7,221 had been disbursed to 197 cases in South Wales. The need for increased effort for the Fund was strongly urged by Mr. J. Weslake Hill.

Mr. G. Llewelyn reported on meetings of the National Executive Council and committees.

Votes of thanks were accorded the officers for their services during the year, also to the divisional secretary, Mr. J. E. N. Davis.

The following officers were re-elected: chairman, Mr. A. J. Gould (Glamorgan C.C.); vice-chairman, Mr. J. W. Clayton (Pontypridd); honorary secretary, Mr. Rhys Williams (Gellygaer); honorary treasurer, Mr. F. A. Stephenson (Barry).

The following were elected members of the district executive committee in addition to the officers: Mr. Lewis Bevan (Glamorgan), Mr. A. J. Cottle (Aberdare), Mr. Tom Davies (Bedwellty), Mr. H. N. Fitt (Newport), Mr. J. Weslake Hill (Cardiff), Mr. T. J. Hopkins (Aberdare), Mr. T. L. James (Swansea).

Representatives of the Radnor Branch, who attended a meeting of the district committee for the first time, thanked the divisional secretary and the Association for help in connection with the adoption of the Local Government and Other Officers' Superannuation Act, 1922, by their council.

It was decided to hold the next meeting at Swansea.

Scottish

The Glasgow representatives were well to the fore during the business of the annual meeting of the Scottish District Committee, on December 14. They put forward several fine points as to the interpretation of the constitution, and Mr. George S. Fraser, the honorary solicitor, was on two or three occasions asked for his ruling. Mr. Tom Young, of Glasgow, also moved a motion, the aim of which was to exclude a number of bodies affiliated to the Scottish Council for many years past. He contended that we should only recognise national associations of officers as eligible for affiliation. There was a good deal of discussion, but Mr. Fraser's contention that when a constitution had worked well for many years, it was inadvisable to change it on purely theoretical grounds, appealed to the representatives as sound, and Mr. Young's motion was

(Continued on page 379.)

At Random

By "HYPERION"

The New Year—and the Old

HULLO, everybody! A happy New Year to you all!

The year that has just ended has certainly been a memorable one. The Silver Jubilee, the Local Government Centenary, and the General Election have all contributed to making 1935 an interesting and eventful year. So far as local government legislation is concerned, the Housing Act transcends in importance any other enactment placed on the Statute Book during the year. We have only so far had a slight foretaste of the administrative work which it will involve. But if it will help to rid the country of the evil of overcrowding, we shall welcome the arduous task of carrying its provisions into effect.

* * *

Which reminds me of the story of the coloured preacher who remarked in the course of his sermon: "Brederin, we must do something to remedy *de status quo*."

"What am *de status quo*?" asked a member of his congregation.

"Dat, my brudder," replied the preacher, "is de Latin for de mess we live in."

* * *

Few of us can record in our diaries a record like that typical, self-complacent entry of Pepys (December 31, 1665).

"Thus ends my year, to my great joy, in this manner. I have raised my estate from 1300*l.* in this year to 4400*l.* I have got myself greater interest. I think, by my diligence, and my imployments encreased by that of Treasurer for Tangier, and Surveyor of the Victualls."

Dr. Johnson, surveying one year of his life in retrospect, wrote: "When I review the last year, I am able to recollect so little done, that shame and sorrow, though perhaps too weakly, come upon me."

On which Boswell justly comments: "Had he been judging of any one else in the same circumstances, how clear he would have been on the favourable side."

Aim of this Column

If the "At Random" column can be said to have any policy, it is simply to interest and amuse; and one of my New Year resolutions is that that policy, so far as in me lies, shall remain unchanged during the coming year, and that these random notes, jottings and quotations shall continue to be a judicious mixture of the grave and the gay—perhaps with a slight predominance of the gay.

Read what Gerald Heard wrote recently about the physiological value of laughter:

"The age which has most humour is the age which has most courage and most invention, as well as most happiness and most kindness."

"As long as you laugh you will be young."

"Laughing is definitely good for you. Laugh, and at once there is a new charge of energy in your blood. The powerful suprarenal ductless glands send a 'shot' of

their adrenalin secretion into your veins, a real pick-me-up and life-giver."

Thought for 1936

"What a fine world this would be if those who have money would use it as those who haven't would use it if they had it, which they wouldn't," says the *Montreal Star*.

Or if some millionaire would endow a school for training other millionaires in the art of the intelligent spending of money—instead of merely using it as a means of amassing more!

Logical—Very!

"That isn't a very good picture of your little brother, is it?"

"No; but, then, he isn't a very good little boy!"

Good News!

According to the latest magazine in doctors' waiting-rooms, business is good and will be even better in 1936.—From "Medley."

Limerick

*There was an old lady of Cirencester,
Who went to consult a solicitor.
When he mentioned his fee
She said: "Fiddle de dee!
I only came here as a visitor."*

The Gentle Art of Living Together

The best preservation of sanity is the love of one's neighbour; not the ideal neighbour, or one's chosen friends, but the "common or garden" neighbour who is always making himself such a nuisance.

(*The late Dr. Henry Bradley.*)

Consolation

Lucy used to say that the only thing that reconciled her to being a woman was that she could not by any possibility have to marry one.

(*Robert Surtees.*)

Misprint

"His Lordship adjourned the court, on the Counsel intimating that there were still a few pints to clear up."—*Kew Observer.*

The Playful Firemen

Dear Old Lady (reading paper): "Well, well, I never knew that our firemen were so childish. It says here that, after the flames were extinguished, the firemen played on the ruins for some hours."

Two Thoughts on Marriage

(1) Marry by all means. If you get a good wife you will be very happy; if you get a bad one you will become a philosopher—and that is good for every man.

(2) Before marriage a man declares he will be master in his own house or know the reason why. After marriage he knows the reason why.

District Committees

(Continued from page 378)

defeated by a large majority. The annual report submitted showed continued progress throughout the year. The membership in Scotland had increased by over 400, and three new branches had been established. Five local authorities had adopted schemes, and nine local authorities had obtained actuarial reports with a view to the adoption of schemes. An important lawsuit had been satisfactorily settled. All the economy deductions had been restored. Several new grading schemes had been adopted, and good progress had been made towards the establishment of a Whitley Council for Scotland. The report also commented on the success of our summer school at St. Andrews, and the increase in the number of students taking advantage of our correspondence courses of study through our Scottish office. It showed also that there had been increased contributions to our Benevolent and Orphan Fund, and that our Approved Society, Provident Society, Building Society, and Motoring Association were all being more largely taken advantage of. After the report had been gone over item by item, it was unanimously approved. So, also, was the satisfactory financial statement submitted by the honorary treasurer, Mr. J. Weir Neilson, A.S.A.A. When the election of office bearers came along, Mr. A. G. M. Archibald was appointed chairman, in room of Mr. Hugh Begg, who has now retired from the service. Mr. Archibald, in returning thanks for his appointment, made reference to Mr. Begg's long and honourable association with the Council. Mr. Robert Anderson, M.B.E., chief public assistance officer for Lanarkshire, was appointed vice-president, and all the other office-bearers were reappointed.

We Wish Our Readers

A Happy New Year

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Essay Competition



Miss M. L. Aslin

The essay written by Miss Marjorie L. Aslin, of the Public Assistance Department, Nottingham, whose photograph we reproduce above, is considered to be such a logical analysis of the reasons why every local government officer should be a member of the Association, that it has been reprinted and will be used as a propaganda leaflet.

Any member or branch secretary who might require a copy or copies of this essay should communicate either with the divisional secretary for his area or with the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.

The I.L.O. and World Planning

For several years the League of Nations Union has held a Conference in London to discuss industrial and other problems which are under consideration by the International Labour Conference and the League of Nations. Next year the Conference is to be concerned with "The I.L.O. and World Planning," and it is to take place at the London School of Economics on Tuesday, Wednesday, and Thursday, February 18, 19, and 20, 1936.

The Conference is to be similar in scope to those held in previous years on questions of World Aspects of Unemployment, Wages and Employment, Unemployment Insurance, Social and Economic Planning, etc., and the speakers will be: Professor Gilbert Murray, LL.D., D.Litt. (Chairman, Executive Committee, League of Nations Union); Mr. Lewis L. Lorwin (International Labour Office, Geneva); Sir Malcolm Delevigne, K.C.B., K.C.V.O. (Formerly Deputy Permanent Under-Secretary of State, Home Office; Delegate to Washington (1919), and other International Labour Conferences); Mr. L. S. B. Leakey, M.A., Ph.D.; Major G. St. J. Orde Browne, O.B.E. (late Labour Commissioner, Tanganyika Territory); Mr. J.

Operatic and Dramatic Society

THIS Society is to be congratulated for a most satisfying production of "The Gondoliers," which was presented at the Scala Theatre, London, on December 2, 3, and 4, in aid of the Benevolent and Orphan Fund.

For this its first venture, it had engaged the services of Mr. and Mrs. Enes Blackmore (late of D'Oyly Carte Opera Company) as joint producers, and the excellent response from principals and chorus alike was evidence of their untiring efforts to secure a high standard of production.

Among the ladies, Miss V. Tomkins, as "Gianetta," and Miss A. West, as "The Duchess of Plaza-Toro," were outstanding, while Miss M. Hyde, as "Casilda," and Miss N. M. Clark, as "Tessa," gave adequate support. Mr. A. Rawlins' "The Duke of Plaza-Toro," was a fine piece of characterisation, and he deserved the obvious appreciation of the audiences by the way he infused the rather limited touch of comic pantomime among the galaxy of musical gems. Messrs. E. Gledhill and H. Absalom played the difficult parts of a joint kingship with understanding, the former, as "Marco," possessing the valuable combination of a pleasing voice with real acting ability—a combination too rare, alas, in amateur opera. Mr. F. Mason, as "Don Alhambra del Boleno," sang with excellent articulation; but Mr. J. C. Willis did not seem happy as "Luiz" in spite of a capable voice. He and "Casilda" gave little indication that they were two young people in love, and their duet, "O rapture when alone together," lacked significance owing to this omission of passionate earnestness. The chorus were enthusiastic and sang lustily, obviously enjoying themselves, the ensemble at the finale of the first act being magnificently staged. The success of these performances was assured, in a great measure, by the vitality of the orchestra, who were admirably conducted by Mr. Walter Mudie (Musical Adviser to the Borough of Walthamstow).

At the conclusion of the last performance Mr. H. W. Ward, chairman of the committee, introduced and paid tribute to the work of the various officials of the Society. It is hoped that this Society will become an integral part of the Metropolitan N.A.L.G.O. life. It has certainly commenced its career auspiciously.

The Society's next effort will take place on March 26, 27, and 28, 1936, when "Interference"—a dramatic play—will be produced at the Fortune Theatre.

W. H. B.

Merle Davis (Director, Dept. of Social and Industrial Research and Counsel, International Missionary Council); the Rt. Hon. the Viscount Cecil of Chelwood; Mr. Graham Hutton (Assistant Editor of *The Economist*); Professor John Hilton; Mr. W. S. Thatcher (Censor, Fitzwilliam House, University of Cambridge); Professor A. M. Carr-Saunders (Professor of Social Science, University of Liverpool); Dr. R. R. Kuczynski (London School of Economics); Sir Frederick Gowland Hopkins (President, Royal Society, 1931; President, British Association, 1933); and Sir Daniel Hall, K.C.B., F.R.S., LL.D.

Movement of Members

- Mr. E. Cave, Rotherham, to Senior Library Assistant, Mitcham.
- Mr. F. J. Earl, Middlesbrough, to Clerk, Education Department, Norfolk County Council.
- Mr. C. A. Harvey, Hartlepool, to Medical Officer, Thornaby-on-Tees.
- Mr. G. R. Hope, Doncaster & District, to General Surveying Assistant, Oldham C.B.
- Mr. Thos. Lomax, formerly of West Hartlepool, to Assistant Surveyor, Rhyll U.D.C.
- Miss K. Mowbray, South Shields, to Staff Nurse, Walker Gate Hospital, Newcastle-on-Tyne.
- Mr. W. Mullan, West Riding C.C., to Estates Manager, Otley U.D.C.
- Mr. W. M. Scott, Rotherham, to Engineering Assistant, Tynemouth.
- Mr. W. H. Smith, Darlington, to Assistant Surveyor, Aldershot B.C.
- Mr. Thos. Storer, Tynemouth, to Engineering Assistant, Whitby U.D.C.
- Mr. E. Thompson, West Riding C.C. to Town Planning Assistant, Leeds.
- Mr. S. F. Esland, Huntingdonshire, to Deputy Clerk & Accountant, Staveley U.D.C.
- Mr. J. R. Hale, Friern Barnet, to Town Planning Officer, Southall-Norwood U.D.C.
- Miss M. J. Simpson, Surrey C.C., to Health Visitor, Harrow U.D.C.
- Mr. H. M. Storey, Hackney, to Stationery Manager, Bradford C.B.C.
- Mr. R. F. A. Carter, Essex C.C., to Education Secretary, West Suffolk C.C.
- Mr. R. Mountstethens, Clacton U.D.C., to Engineering Assistant, Ilford B.C.
- Mr. Parker, Clacton U.D.C., to Engineering Assistant, Skegness U.D.C.
- Mr. J. W. Belfield, Ipswich, to Assistant Master, Epping Institution, Essex C.C.
- Mr. J. H. Savage, Dagenham, to Accountancy Assistant, Bexhill B.C.
- Mr. H. M. Watson, Cheshunt U.D.C., to Town Planning Assistant, Leeds C.B.C.
- Miss J. Graham, Hornsey B.C., to Library Assistant, Finsbury M.B.C.
- Mr. A. W. Plowright, West Norfolk, to Surveyor and Sanitary Inspector, West Mersea U.D.C.
- Mr. F. E. Elsey, Rochford, to Draughtsman Clerk to Sanitary Inspector, Pontefract R.D.C.
- Mr. A. J. Pearson, Merton & Morden U.D.C., to Clerk (P.S. Works) Edmonton U.D.C.
- Mr. F. R. Richardson, Bedford C.C., to Grade 1 Clerk, Public Assistance Department, Berks C.C.
- Mr. K. M. McDonald, Epping Forest, to Town Planning Assistant, Bromley B.C.
- Mr. G. Bowden, Wilts C.C., to Portsmouth in P.A. Department.
- Mr. F. Sweet, Chichester to Surveyor's Clerk, Guildford.
- Mr. S. B. Johnson, Wilts C.C., to Clerk, Derbyshire.
- Mr. J. B. Storey, Portsmouth, to 1st Class Tech. Asst., Wembley U.
- Miss Hewlett, Canterbury, to Foster Mother, Kent C.C.
- Mr. H. E. Braithwaite, Southampton, to Town Clerk, Colwyn Bay.
- Mr. R. S. Michaelis, Sevenoaks U., to Junior Clerk, Bucks C.C.
- Mr. M. N. Beal, Godalming, to Clerk, Finance Dept., Chertsey U.
- Mr. J. C. Cotton (Mid-Surrey Br.), to Engineering Asst., Tonbridge U.
- Mr. R. S. Roskams (Mid-Surrey Br.), to Engineering Asst., Littlehampton U.
- Mr. R. Fruitt, Plymouth, to Hospital Steward, Leeds.
- Mr. P. G. Groom, Maidstone, to Engineer, Barnet U.
- Mr. L. J. Carter, Newport, to Sanitary Inspector, Burnley.
- Mr. Frank Jones, Swansea, to Estates Department, Hammersmith B.
- Miss M. E. Owen, Wolverhampton, to Health Visitor, Shrewsbury.

MOST of our branches in Scotland have now held their annual meetings, and practically every one had favourable reports submitted. One would like to give a detailed account of many of these meetings, but it is thought that such reports would prove tedious to most of our readers. A large part of the business is necessarily of a formal character, and such business does not make good "copy." We can only, therefore, give a general impression of some of the meetings attended.

The annual meeting of the Fife Branch was held at Kirkcaldy, when an address was given by Mr. G. W. Coster, M.B.E., Liverpool, president of the association.

In the course of his address Mr. Coster dealt with the activities of the association, which, he said, now numbered 81,000 members. He remarked that it seemed to be the idea of the Government that they had only to legislate and send down their decisions to the local authorities, and then expect the authorities to find the necessary machinery for putting into effect the statutes. Sometimes it was not appreciated what a big demand that was, but it was to the credit of local authorities in both England and Scotland that they had shouldered their burdens in a most commendable way.

Mr. William Wilson, Cupar, chief public assistance officer for Fife, presided, and addresses of welcome were given by Provost Wilson, Kirkcaldy, and Mr. David Bonthrone, Newtown of Falkland, vice-convenor of the county.

The annual report showed a considerable increase in membership and that much good work had been done during the year.

The Glasgow Branch meeting was, of course, by far the largest, about four hundred being present. Dr. A. S. M. Macgregor, medical officer of health, president of the branch, was in the chair, and the formal business was gone through with expedition. Mr. J. Weir Neilson submitted an excellent financial statement. In all, the branch has now funds amounting to about £7,000, which makes it the wealthiest branch in the association. The executive committee's report submitted by the chairman, Mr. A. G. M. Archibald, showed a large increase in membership and that much good work had been done throughout the year.

At the Edinburgh Branch meeting, Mr. A. G. M. Archibald delivered an interesting address, and an excellent report was submitted which showed that fifty-five new members had been enrolled during the year and that the branch membership now stands at 568. The honorary treasurer, Mr. Alexander Ferguson, submitted a very satisfactory financial statement showing a credit balance in the year's working of £106. The branch arranged a series of lectures and visits to places of municipal interest, and it is to be hoped this new departure will continue to receive the support of the members so that Mr. R. Deas, the convener, and his committee will be encouraged to continue their good work.

Dundee Branch meeting was very well attended, and the town clerk, Mr. W. H. Blyth Martin, C.B.E., D.L., presided. The report submitted was in every way excellent, and reflects great credit on the

Scottish Notes

THE ANNUAL MEETINGS

executive. The branch has now a membership of 400, the highest on record, and it is a keenly interested membership. Mr. H. Slater, B.Sc., the education secretary, gave an interesting and informative address. Mr. Mortimer also addressed the meeting on the work of the association throughout Scotland. During the evening Mr. Blyth Martin presented on behalf of the branch a handsome gift to Miss Nellie S. Walker, who has for long taken an active share in all the work of the branch, and particularly in support of our Benevolent and Orphan Fund. The state of Miss Walker's health necessitated her retirement from the executive, but she assured the members in the course of a captivating little speech that she would always continue to take a lively interest in the affairs of the branch.

Greenock Branch is one of those which shows a small decrease in its membership, chiefly through seventeen of its members having received appointments under the Unemployment Assistance Board. Through the introduction of the superannuation scheme several members also retired on pension. The branch, however, is in a healthy condition and the annual meeting was quite a lively one. Mr. Donald Maclean, M.B.E., is the new president. Mr. Mortimer addressed the meeting and answered a number of questions, and was very warmly thanked by the chairman.

Lanarkshire Branch meeting was probably the best-attended meeting the branch has ever held. This was, no doubt, in part, due to the fact that the members realised that at this meeting they were saying good-bye to Mr. Hugh Begg, who throughout the history of the branch—and it is the second oldest in Scotland—has been its president. The report submitted showed that there had been a record increase in the membership, 102 new members being added throughout the year. Mr. J. W. Wilkinson, vice-chairman of the National Executive Council, gave an interesting address and made a strong appeal on behalf of the Benevolent and Orphan Fund. Mr. Mortimer answered a number of questions, and Mr. James Brown and Mr. Dan Jamison, the honorary secretaries, submitted an excellent report. Mr. R. C. T. Mair, M.C., LL.B., deputy county clerk and director of education, was appointed president in room of Mr. Begg. At the close of the meeting Mr. Robert Anderson expressed in felicitous terms the high appreciation of Mr. Begg's services throughout his long term of office, and the meeting responded most enthusiastically and rose to their feet and sang "For he's a jolly good fellow." Mr. Begg, obviously moved by the warmth of his reception, made a delightful little speech in reply.

Renfrewshire (Paisley and District) Branch. Through the appointment of Mr. John Campbell to the office of chief public assistance officer for Stirlingshire, it has lost a very capable president. In his

stead Mr. A. Buchanan was appointed, and Mr. Duncan Galbraith, the able secretary, and Mr. R. Aitken, the capable treasurer, were reappointed, while Mr. Robert Gardner, probably the oldest member of the branch, was elected to the Scottish Council.

The Aberdeen, Banff, and Kincardine Branch is changing its name, since Banff has now a branch of its own. The report submitted by Mr. John Bishop, the honorary secretary, showed that the membership had increased and that excellent arrangements were being made for the reception of the annual conference next May. The office-bearers were all re-appointed with the exception of Mr. John Anderson, who wished to be relieved of his appointment as vice-president, and Mr. Youngson was appointed in his stead. Mr. A. Simpson submitted a very satisfactory financial statement. Mr. Mortimer addressed the meeting and answered a number of questions. Mr. George S. Fraser, the town clerk, made an entertaining speech and moved a vote of thanks to Mr. Mortimer. A friendly supper followed the meeting, at which Mr. A. J. McIntosh, the president, again presided in a very genial manner, and many good stories were told by him and the town clerk and other members of the company.

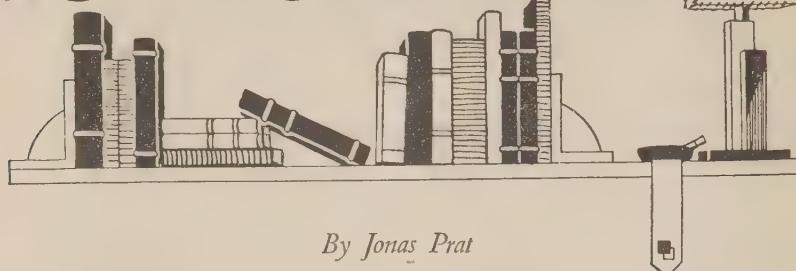
The Dumbartonshire meeting was very well attended, and an excellent report was submitted. There was an increase of over twenty members in the year. Mr. Robert Urquhart, deputy county clerk, was appointed president, and Mr. John Brown was continued as secretary and treasurer.

Perth Branch meeting was not so well attended as one could have hoped, but in the town that night there were four social functions. Mr. Cyril Walmsley, water engineer, presided, and the secretary, Mr. A. A. Warner, submitted a satisfactory report and financial statement, while Mr. A. W. Langlands made an appeal for increased support, especially amongst the officials and staffs of the county council. Mr. William Wilson, of Fife, gave an interesting account of the work of the National Executive Council, and Mr. Mortimer, the divisional secretary, also addressed the meeting.

Wigtownshire Branch annual meeting was held at Stranraer. Dr. Macdonald Ross, president of the branch, occupied the chair, and Mr. T. Miller, the honorary secretary, submitted his first annual report. It showed that the branch had made a good beginning. The divisional secretary addressed the meeting and answered a number of questions, particularly with regard to superannuation.

The Ayrshire meeting was held in the County Hall, Ayr. We were sorry to receive the resignation of the president, Mr. John Davies, the state of whose health did not permit him to continue in office. It was agreed to appoint Mr. J. A. Scott, town chamberlain, Kilmarnock, as president, and Mr. J. R. Andrew was appointed honorary secretary, while Mr. D. Johnstone was re-elected honorary treasurer. The divisional secretary addressed the meeting and answered a number of questions.

NOTES FOR READERS



By Jonas Prat

AT this season of the year I feel more inclined to write of the books of a past generation than of the moderns. They seem to fit in better with the scheme of things at Christmas. It is a curious fact that many books are published for Christmas sale only, and what remains of them in the early new year on the booksellers' shelves is practically dead stock. Despite the fact that there is a flair for classics or certain classics at Christmastime, many people to-day prefer something just issued, and, if one may judge by the number of new books which have appeared almost up to Christmastime, this attitude is becoming more general. Formerly, the few weeks prior to Christmas were a dead period in the publishing world.

The German Free Corps

"Frontiers of Terror," is a translation from the German of F. Glombowski (Hurst & Blackett, 12s. 6d.). It is an intimate record of a little known side of post-War German history. It describes the patriotic endeavours of a band of young Germans, who at the time when Germany was threatened with a Communist Revolution, banded themselves together as a free company of volunteers. Their activities were centred in Silesia and on the Ruhr, and they had some appalling experiences. The account is given by a private member of the company, and deals very largely with one of the leaders named Schlageter. It is an interesting sidelight on a phase of life in Germany immediately after the War, and leading up to the Revolution forming the new Germany. A considerable portion of the latter part of the book deals with convict life on the Isle of Ré.

Drugs

Mr. James S. Lee made a careful study of the effects of such drugs as opium, hashish, and many others, spending a considerable time in searching for new drugs in the jungles of the Malay Archipelago. Of many of them he tried the effects upon himself. He has spent a long number of years in India, China, and the Malay Archipelago, and is intimately acquainted with life in the least desirable haunts in the main cities and towns in these countries. In "The Underworld of the East" (Sampson Low, 12s. 6d.), he gives an account of his experiences. The book makes little pretence at literary style, but the narrative is an enthralling one. Perhaps the most interesting portion of the experiences is that relating to the testing of drugs upon himself. Seeing

things under the mild influence of alcoholic liquors is a very commonplace experience compared with the visions which haunted him under the influence of more potent drugs.

A Social Experiment

One may always be assured of good, clear writing and a well-arranged plot in taking up a book by F. E. Mills Young. "His Brother's Keeper" (Hutchinson, 7s. 6d.), is no exception to this rule. It is a rather serious study of a young man, who, as the result of a slight accident when his taxi-driver knocked down a man who was out-of-work, makes a serious attempt to solve the problem, or, at least, to mitigate the sufferings of the unemployed by turning his estate into a colony for them. Clashes occur between his young wife and the people whom he is trying to assist. The book treats the subject somewhat seriously, and with depth of feeling, but the problem does not seriously detract from the story interest.

Short Notices

In "Foreigners; or, The World in a Nutshell" (Gollancz, 6s.), Theodora Benson and Betty Askwith have some very caustic, witty, and shrewd criticism to offer on various peoples. Most of the sections are very short, but are packed with critical evaluation.

"Sea Saga," edited by L. King-Hall (Gollancz, 18s.), includes some most interesting correspondence on naval affairs from Trafalgar to Jutland, culled from the diaries of successive King-Halls. They include experiences of important naval engagements from 1805.

Mr. Frank Buck's "Fang and Claw" (Jarrolds, 16s.), is no less interesting than his two previous works in which he relates his experiences in capturing wild animals alive for zoological purposes.

(Continued from next column)

criticisms of Soviet Communism in action which their nearly half a century of investigation into social institutions qualifies them to suggest.

If members of the Association so wish, the authors have stated that they will be willing to print off a special edition for them at 5s. per copy. This will, however, only be done if there should be any manifestation of desire. Please communicate with the general secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, London, S.W.1. It depends upon you whether or not we take advantage of this extraordinarily generous offer.

The Webbs on Communism

Soviet Communism: A new civilisation

By Sidney and Beatrice Webb
8vo. 2 Vols. 35s. net.

THE collaboration of Sidney and Beatrice Webb has been one of the most productive literary partnerships of the last half-century. Their studies of social conditions form a library by themselves and are books which no serious student can safely ignore. They have been devoting themselves to a study of the most remarkable social phenomenon of modern times, and the result of their researches is to place in the hands of English readers what is nothing short of an Encyclopedia of Soviet Communism. It will stand by itself for years as the fullest survey of its subject, and, for the authors, it is a fitting crown to a lifetime of invaluable labour.

Soviet Communism gives an objective description of the whole organisational structure of the U.S.S.R., together with an analysis of the working of the principal departments of its administration, and an explanation of the aims of Soviet policy. Included in this all-embracing account of what is being done in the Russia of to-day are descriptions, largely by eye-witnesses, not only of the soviets and commissariats, but also of the trade unions and their collective bargaining; of the manufacturing artels of owner-producers; of the collective farms, fisheries and enterprises of the "war invalids"; of the extensive consumers' co-operative movement, and of the all-powerful Communist Party in its organisation of an entirely novel vocation of Leadership, in which some will see a dictatorship and others a multiform democracy of a type unknown elsewhere.

The second volume includes "The Liquidation of the Landlord and the Capitalist," with the many drastic suppressions by the OGPU of "Counter-revolutionary" activities. Interesting to the business man as well as to the economist will be the detailed description of "Planned Production for Community Consumption," by which the motive of profit-making is entirely dispensed with; and a still more detailed chapter entitled "In Place of Profit," explaining how the energies of the whole body of producers are stimulated and combined in a united struggle to obtain the utmost possible productivity. To get this out of the Russian peasant, newly drawn into the factory and the mine, has involved nothing short of "The Remaking of Man" by educational and other agencies developed during the past decade.

An account of what the Bolsheviks mean by declaring that "Science is the Salvation of Mankind," and of the extremes to which this has led them, lead up to a chapter on "The Good Life" describing the evolution of communist ethics. In an epilogue the authors examine the claim that what is emerging in the U.S.S.R. amounts to nothing less than a new civilisation; and they even venture to speculate on the possibility of its spreading to other countries.

Whilst the authors have aimed at objectivity, they do not pretend to be free from bias (for who is?). But at least they strive to recognise their bias, and to allow for it. They do not abstain from the

(Continued in previous column)

Branch Dinners

Nottingham. The twenty-third annual dinner of the Nottingham and District Branch was held at the Council House on Friday, November 29, 1935, and the company of 300, of whom fifty-six were members of the city council, included the Lord Mayor and Lady Mayoress (Alderman Sir Albert and Lady Ball); the Sheriff, Councillor F. Mitchell, and Mrs. Mitchell; the Recorder of Nottingham, Mr. J. F. Eales, K.C., M.P.; Lady Board; Mr. S. F. Markham, M.P.; Sir Harry G. Pritchard, president of the Law Society and secretary of the Association of Municipal Corporations; Mr. G. W. Coster, president of the association; and Mr. Cecil G. Brown, an ex-president of the association. The toast of the Lord Mayor and Corporation was proposed by the Recorder of Nottingham, and in referring to the impending retirement of Sir William Board (town clerk of Nottingham, who presided over the function), he said that "he had rendered enormous and distinguished service, not only to the City of Nottingham, but to local government officers throughout the country." The Lord Mayor replied. Mr. G. W. Coster, in proposing the toast of local government, said that "English local government was looked up to throughout the world; there was nothing to approach it anywhere, and that there was an abundance of councillors possessing wisdom, public spirit, and integrity was manifest throughout the country." He also contrasted the management of affairs

in the "bad old days" with the work of the present army of highly qualified officers and their assistants. Sir Harry G. Pritchard, who replied, emphasised that one of the most important duties of a local authority was the selection, appointment, and proper remuneration of its officers. "We in this country," he concluded, "are proud to think that we have stuck to the old principles of democracy which have been departed from in various parts of the world. I am confident that so long as we stick to this principle and allow local authorities to be freely elected, as now, they will continue to confer immense benefits upon the people." Sir William Board, who also replied, paid tribute to the unfailing kindness of his brother-officers and the city council, and said that, although the position of town clerk carried with it great responsibilities and anxious thought, he had been buoyed up with the knowledge that he was surrounded by a staff anxious to help him to do his job. A musical programme was provided by Miss Ida Elson (soprano), Miss Doris Martin (contralto), Mr. George Harwood (tenor), and Mr. Will Treese (baritone) with Mr. J. Ronald Hatchett at the piano.

Pontypridd. To celebrate the centenary of local government and the silver jubilee of the branch, a dinner was held on November 29, when the principal guests were the charman of the council, Mr. D. L. Davies, M.P. for Pontypridd, and Mr. A. J. Gould, chairman of the district committee. The branch also organised a week's exhibition of photographs and documents of interest, showing the progress of local government in the district. The exhibition was so successful that it was kept open a second week.

Cardiff. The annual dinner and dance was



Some of the Company at Nottingham Dinner

held in the City Hall on November 29, when the Lord Mayor (Alderman G. Fred Evans, J.P.) gave a civic reception.

Mr. F. A. Stephenson, public assistance officer, who is president of the branch, presided over a representative attendance.

Malvern. Another very happy and enjoyable annual dinner was held in the Winter Gardens on December 6, Mr. Hodgson Hayes, president of the branch, presided, supported by Mr. J. W. Lucas, vice-president, Councillor W. Sayers, J.P., chairman of the council, Mr. J. Bulman, clerk of the council, and other chief officers, and Mr. J. E. N. Davis, divisional secretary.

Presentations were made to Mr. Knowles on retirement after twenty-seven years' service, to Mrs. Fowles on retirement because of marriage, and to Messrs. E. Burston and Martin on marriage.

Hucknall. To celebrate the centenary of local government, the branch held a reception on December 11, and a dinner on the 12th, in the Public Hall, Hucknall. Mr. E. L. Robson, clerk of the council, presided, supported by Mr. F. Seymour Cocks, M.P.,

Councillor William Mee, J.P., chairman of the council, and other members of the council. Mr. G. H. Parkin, honorary secretary of the branch and chairman of the district committee, Mr. A. B. Day, National Executive Council, Mr. John Pepper, honorary secretary of the district committee, Mr. R. C. Parsons, Mr. E. Anderton, and Mr. J. E. N. Davis, divisional secretary.

In responding to the toast "N.A.L.G.O.," Mr. Day and Mr. Davis both voiced the appreciation of the officers at the recent adoption of the 1922 Superannuation Act.

The function was most enjoyable and successful.

Bridgend. The annual dinner and dance, held on December 4, was, as usual, largely attended and was a most enjoyable function. The president, Mr. W. Eustace Bevan, presided, and toasted N.A.L.G.O.; Mr. A. J. Gould, chairman of the district committee, responded.

Halifax. The president of the association, Mr. G. W. Coster, attended the annual dinner of the Halifax Branch, and spoke on the aims and objects of the association. It was reported that a further attempt had been made during the year to induce the council to adopt a joint staff consultation committee, and that the matter had been referred to the grading and salaries sub-committee for consideration and report. Reference was also made to the efforts which had been undertaken to persuade the council to adopt the Superannuation Act. So far, however, such efforts have been unsuccessful, but very energetic steps are still being taken to achieve the object of every member of the branch. Mention was made of the fact that the Sowerby Urban District Council had,

during the year, adopted the scales of salaries of the West Riding Joint Council. Congratulations were offered to Mr. Jack Hollas, of the treasurer's department, who had been awarded a N.A.L.G.O. scholarship to the value of £20 as the result of his success in the recent examination of the Institute of Municipal Treasurers and Accountants. Mr. G. H. Fry, borough treasurer, presided. The Mayor and Mayoress of Halifax (Mr. Councillor W. Brennan, J.P., and Mrs. Brennan) and the vice-chairman of the Sowerby Urban District Council (Councillor C. W. Maude, J.P.) were present during the evening.

INVITATIONS FOR CONFERENCE

All invitations to the Association for the venue of annual conference, 1937, should be received by the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, by March 1, 1936.

Branch News

Burton-upon-Trent. The annual meeting, held on December 5, was very well attended, and the discussion on service matters which took place showed keen interest. The report recorded that all-round activity had been well maintained.

Herefordshire. The report of the executive committee which was received at the annual meeting on November 29, showed that membership had increased by twenty during the year, and that although there were a number of officers still outside the Association, certain departments had achieved 100 per cent membership. A special effort to increase membership of the B. and O. Fund had been made by Mr. L. A. Nicholls, B. and O. honorary secretary, with such success that membership of the fund had increased from thirty-six to ninety-six during the year.

Herefordshire Urban and Rural Districts. A special propaganda meeting to which officers of all authorities in Herefordshire (with the exception of the county and city councils and the Ross U.D.C. and R.D.C., who have their own branches) were invited with their ladies, was held in the Green Dragon Hotel, Hereford, on November 23. Mr. R. A. Symonds, M.A., clerk of the Hereford R.D.C. presided.

The divisional secretary addressed the meeting on the aims and activities of the Association. At the conclusion of the meeting tea was provided.

Holland C.O. Last year the branch rules were amended so that officers of local authorities in the county, who were not organised, could be admitted to the branch. The annual report records that a special sub-committee was appointed, and that this has led to increased membership.

The issue of a monthly bulletin, giving information as to the association's activities, has helped to maintain interest and has been much appreciated.

Lincoln. The fifteenth annual report was presented to the annual general meeting on November 29, and shows that all the activities of the association have been well supported.

Lindsey C.O. The annual report of the executive committee states that, although there have been no outstanding activities during the year, the general tone of the branch is good, and there is no sign of failing interest, except on the question of social activities; even this, it is hoped, is temporary.

The branch has continued its policy of organising sub-branches for the benefit of those members who live in outlying districts. Sub-branches have now been formed for the Spilsby and Brigg areas, and the question of covering the remainder of the county will receive attention.

Newark. Membership has increased by seventeen to fifty-seven during the year, the highest since the branch was established.

Notts C.C. A slight increase in membership of the county council officers is recorded in the annual report, which states that there are still many of the staff who are not members. The committee has during the year considered certain suggestions from the departments for increasing the usefulness and activities of the branch. Action has been taken on one suggestion referring to annual holidays, and it was decided to provide some educational facilities (chiefly in the form of winter lectures). Action in this matter has been temporarily deferred as the National Executive Council are recommending the setting up of area education committees through the district committees.

Nottingham. According to the annual report, Nottingham, the largest authority in the East Midlands, works the longest office hours. Application was made by the branch for a reduction in office hours, but only half an hour on Saturday morning was conceded.

Powers have been obtained under the Nottingham Corporation Act, 1935, whereby workmen who hold designated posts can, on promotion, be included in the officers' class for superannuation purposes.

A successful year of social and sports activities is recorded, and an increase in membership from 866 to 958.

Pontypridd. Details are given in the annual report of much useful work in regard to salaries and service conditions achieved during the year through the medium of the staff joint advisory committee—notably a revision in the salaries scale for junior officers. The new scale provides for automatic progression to age 21, when a salary of £2 per week is paid.

The social and entertainments committee organised a very successful series of whist drives, in addition to two dances, out of the profits of which a contribution was made to the B. and O. Fund.

Smethwick. The report submitted to the annual general meeting on December 2 shows that the branch continues to prosper.

An application by the branch for extended holidays was not successful, but a further attempt is to be made to obtain a scale of holidays more favourable to those who have been in the local government service for a period of ten years or more.

Dances held during the year in aid of the B. and O. Fund have proved successful both financially and socially. The branch has in the past given magnificent support to the fund. Its total contribution is now about £900, and it is hoped the £1,000 mark will be reached during 1936.

South Notts. The branch is to be congratulated on raising its commencing membership of thirty to seventy-three during its first year of organisation.

Leicester. The annual report records that the centenary year of local government has proved a most interesting and successful one in the history of the branch, and efforts have been made to celebrate it in a worthy manner.

A number of improvements in service conditions were negotiated through the joint consultative board, including a revision of office hours, so that from June 3 the offices closed at 5.30 p.m. instead of 6 p.m.; also important amendments to the grading scheme regulations. Membership increased from 630 to 736.

Ipswich. The annual general meeting of the Ipswich Branch was held on Friday, December 6, 1935, when the President (Dr. A. W. Gaye) presided over a large gathering of local government officials. The secretary was able to report a considerable increase in membership, which now numbered over 200, and was representative of sixteen departments of the Ipswich Corporation. It was reported that the executive committee had dealt with many matters of vital interest to local government officers during the year, which included questions of salaries, service conditions, superannuation, and social activities.

Dr. A. W. Gaye was re-elected President of the branch, and other officers elected were: Mr. L. Chubb, Vice-President; Mr. Wiglesworth, Hon. Treasurer; Mr. F. W. Goodchild, Branch Secretary; Mr. P. D. Simper, Local Correspondent; and Mr. L. R. Knights, Social Secretary.

Monmouthshire. The annual general meeting of the Monmouthshire County Officers' Branch was held at Newport on Friday, November 29, 1935. The president, Mr. B. E. Jenkins, was in the chair, and the attendance was large and representative.

Mr. D. J. Parry, M.A., B.Sc. (Deputy Clerk to the Glamorgan County Council), Honorary Solicitor for Wales; gave a résumé of the growth and development of the association and its many activities. He said that the efforts of the association to increase the prestige of the service had met with considerable success, and in order to retain public confidence it was vitally important that local government officers should keep themselves free from the entanglements of party politics. Regarding superannuation, Mr. Parry said the position would never be satisfactory until they had compulsory measures, and with a new Government in power N.A.L.G.O. would redouble its efforts to secure the necessary legislation.

A vote of thanks to Mr. Parry was moved by Mr. E. G. Evans, Secretary to the Monmouthshire Education Committee, and seconded by Mr. G. H. Purvis, Principal, Usk Agricultural College.

Dr. J. G. Owen, Medical Officer, Ty-Bryn Institution, Tredegar, was elected President for the ensuing year. Dr. Owen returned thanks for his election.

Moved by Dr. Owen, and seconded by Mr. James Williams, J.P., a vote of thanks was accorded to the retiring President for his services during the year.

Other officers for the year are Mr. E. A. Stanton (Honorary Secretary), Mr. H. W. Gammon (Honorary Treasurer), Mr. E. R. Mills (Provident Society Correspondent) Mr. D. L. Jones (Building Society Correspondent), H. V. Taylor (Education Correspondent), and Messrs. J. Walters and T. Ponton (Honorary Auditors).

Hull. Mr. H. Hamer, the city engineer and president of the Hull Branch, presided over the annual meeting which was held at Hammond's Restaurant, Hull, on November 25. There was a large attendance. The report of the executive committee indicated a net increase of 106 over last year's figures, the Hull Branch membership now standing at 635. Reference was made to the fact that it had not been found necessary to call the local joint committee together during the past year. The executive committee reported on the work of the branch during the year, and on the various activities of the association. At the conclusion of the business meeting a concert was given by the "Vagabonds Concert Party."

Stretford. The annual general meeting of the Stretford Branch was held on November 29, 1935, under the chairmanship of Mr. H. Alsop (chairman of the executive committee) in the absence of the president. The annual report of the executive committee, which was submitted to an excellent attendance of members, showed a steady increase in membership, the total at October 31st being 187, and marked twenty-five years' existence of the branch. Interesting comparisons with the branch in its infancy were given, and it is pleasing to note that the first officers of the Stretford Municipal Officers' Guild, as it was then known, are still members of the branch.

It was reported that during the year under review the adoption of automatic advancement of salaries within grades in accordance with the provisions of the Whitley Council Scheme had been achieved for a substantial section of the branch—the staff of the local electricity board.

Increased activities in all sections of N.A.L.G.O. subsidiary services were reported, and excellent progress had been made in the "fourpence a month" contribution scheme in connection with the B. and O. Fund, resulting in a substantial increase in the amount of annual income.

The honorary treasurer's financial statement showed the branch's position to be satisfactory.

The resignation of Mr. A. Vernon from the office of honorary treasurer, after twelve years' service in that capacity, was received with regret. The chairman made eulogistic reference to this service, and pointed out that Mr. Vernon had been elected a member of the executive committee.

Mr. J. Hindle was unanimously re-elected to the office of president, as was Mr. R. Watt to that of honorary secretary.

The meeting was followed by refreshments and a social evening, with dancing, which concluded with a vote of thanks to the artistes, and to Mr. R. Charlton (socials secretary) for his services as M.C.

London County Council. The sixth annual report of the London County Council Branch was submitted by Mr. H. P. Sebborn (Head Office) at the annual meeting at Caxton Hall, S.W.1, and indicates the continued progress in membership and administration during the past year, 317 members having been enrolled, and the new branch publication, "London County Chronicle," being deemed an excellent medium in the intense campaign for membership which is waged increasingly in L.C.C. circles.

Mr. Gordon Miles (County Hall) moved a motion requesting the executive council "to explore the question of the continued employment of married women within the local government service," which was carried after an extremely interesting debate, relieved by many humorous passages.

In his presidential address, Mr. F. E. Cox (Area 6) referred to the general regret at the passing of the old N.P.L.O.A., and to the sincere welcome extended by N.A.L.G.O. to the transferred Poor Law Staffs in 1930.

That the welcoming hand had not been fully grasped was due to the number of service organisations competing for membership. To-day they found the branch consisting mainly of the transferred staffs and the L.C.C. Staff Association catering mainly for the pre-April, 1930, staff of the council. Was it to be said that never the twain should meet? Up to now there had been complete lack of co-operation between the two, and, at the moment, that position seemed likely to be perpetuated.

Every approach made by their branch to the Staff Association, with a view to co-operation, had been rejected, but he hoped that, before long, their colleagues in the Staff Association would realise that they had much in common with their fellows in the employ of other local authorities, and that they had a duty to the National Local Government Service.

"It has been my lot," said Mr. Cox, "to take an active part in service organisation for over sixteen years, during which time I have consistently advocated unity in the service. For that reason I make no apology for returning to it now."

Mr. A. C. Brewer (Area 9) was elected president for the ensuing year.

Bognor Regis. The executive committee, in its annual report presented to the annual general meeting of the Bognor Regis Branch, held on November 29, 1935, recorded an increase in membership from 38 to 46 at October 31, 1935, and also an all-round increase in membership of the various activities of the Association. This small branch is very live and takes an extremely keen interest in every phase of the Association's work.

West Norfolk. At the well-attended annual meeting of the West Norfolk Branch of

N.A.L.G.O., Mr. E. H. Bradford, Lynn Borough Treasurer, was elected president for the ensuing year. Mr. W. B. Barry, chairman of the meeting, was elected vice-president.

Mr. H. Hopkins, chairman of the executive committee, submitted a report dealing in detail with the large amount of work carried out since the inauguration of the branch twelve months ago.

The honorary secretary reported as to the membership, and stated that the membership of 23 had increased to 110. The membership of the Benevolent and Orphan Fund was 47.

It was agreed that a replica of the president's collar and badge of office should be presented to Mr. Hopkins, the retiring president, in recognition of his services during the inaugural year.

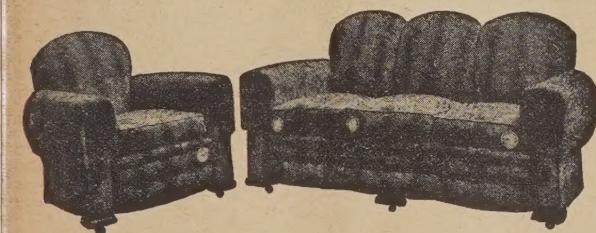
It was also decided that the social committee should proceed with the organisation of the annual dinner.

Halifax. The twenty-eighth annual meeting and dinner of the Halifax and District Branch was held at the Alexandra Café, King Edward Street, Halifax, on Tuesday, November 26, 1935.

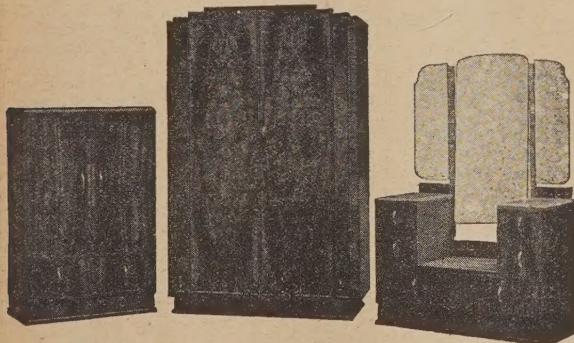
The chair was taken by the branch president, Mr. Geo. H. Fry, F.S.A.A. The guests of the evening were the Mayor and Mayoress of Halifax (Mr. Councillor W. Brenard, J.P., and Mrs. Brenard), the vice-chairman of the Sowerby U.D.C., Mr. Councillor C. W. Maude, J.P.; the president of the Association, Mr. G. W. Coster, M.B.E., and the divisional secretary of the Yorkshire and North-Eastern Districts of N.A.L.G.O., Mr. J. B. Swinden.

Mr. Coster proposed the toast of the "Mayor and Corporation of Halifax," and the Mayor responded, supported by Councillor C. W. Maude.

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Port of London

The ninth annual meeting of the Port of London Branch was held at Winchester House, Old Broad Street, E.C.2., on November 26 last. A representative attendance of all grades of the upper division staff was present.

Mr. H. G. Martin, who vacated the office of chairman, was warmly thanked for his conspicuous services to the branch since its inception. Thanks were expressed also to Mr. H. F. Haskins, on his retirement from the office of honorary treasurer, and to Messrs. Drayton, Denham, Purser and Gurton, who have retired from the service of the executive committee. Mr. E. G. Whitney, a member of the National Executive Council, was elected chairman, an office which he has held on two occasions previously.

In the report of the executive committee there is an item of particular interest, the membership of the B. & O. Fund having been increased by 171 in two years to a total of 509.

The meeting was addressed by Mr. W. E. Lloyd, vice-president and honorary treasurer of the Association and his speech was very much appreciated by all present.

The membership of the branch is well maintained, at present being 870, and the branch anticipates a happy and successful year.

Hastings. The annual general meeting of the Hastings Branch of N.A.L.G.O. was held in the Town Hall on Friday, November 22nd. The President (Mr. W. Norman King) was in the chair, supported by the Chairman (Mr. D. R. Phillips), the Hon. Treasurer (Mr. F. L. Hills), and the Hon. Secretary (Mr. A. K. Vint).

The report of the Executive Committee for the year ended October 31, 1935, was submitted by the Chairman. The report stated that the present membership was 211, an increase of ten on the previous year. It also stated that delegates had attended the Annual Conference, and also meetings of the South Eastern District Committee. Reference was made to the various social activities, viz.: bathing, cricket, bowls, dances, football, tennis, golf, social club.

A silver cup presented by Councillor Honnor for billiards was won by Mr. B. W. Steward. The winner of the "Councillor Dobell" Cup for table tennis was Mr. A. Mabbett, and Mr. H. R. Savage was the successful competitor in the snooker competition. Miss C. Spencer won the Women's Singles Table Tennis Competition. The table tennis team which competed in the South Eastern District Competition were successful in winning the Veness Cup by defeating Maidstone in the final.

The Hon. Treasurer submitted a financial statement, which showed that there was a surplus of assets over liabilities at October 31 amounting to £66 17s. 5d.

The election of officers was as follows:

President	Mr. J. G. Richardson
Vice-Presidents	Dr. G. R. Bruce
	Mr. J. N. Gray
	Mr. W. N. King
Hon. Secretary	Mr. A. J. Ryan
Hon. Treasurer	Mr. A. K. Vint
Hon. Auditors	Mr. F. L. Hills
Correspondent to:	Messrs. G. W. Inskip and J. A. Tyrell
Provident Society	
Logomia Ltd.	Mr. W. F. Coveney
Building Society	
Correspondent to:	
Approved Society	Mr. A. K. Vint

Executive Committee: Miss E. Clark, Miss E. M. Clark, Miss K. L. Wilkinson, Messrs. Turk, Thomas, Phillips, Coveney, Evans, Jack, Miller, Gear, George, Savage, Newman, Lamkin, and Garwood.

The meeting endorsed a resolution of appreciation to the retiring President (Mr. W. Norman King) for his services during the past year.

Ilkeston. The annual general meeting of Ilkeston Branch was held in the Council Chamber on December 2, 1935. Amongst those present were the Mayor (Coun. J. Henshaw), Mr. E. I. E. Williams (town clerk), president, Mr. Hill, general secretary, Mr. Day, of Nottingham, and thirty-six members. The Mayor welcomed Mr. Hill, who spoke of the work of local government from its inception in 1835 to the present time. Mr. Day moved and Mr. E. Godfrey (borough treasurer) seconded, a vote of thanks to Mr. Hill. Dr. H. L. Barker, M.O.H., was elected president, and E. Godfrey vice-president.

OBITUARY

The tragic death of Mr. George Pollard, Sanitary Inspector to the Swadlincote Urban District Council since April 1912, at Swadlincote Parish Church, came as a great shock to his many friends in the parish and district. He had held the office of people's warden for about twelve years. Just before the commencement of the service he walked up the aisle, and then appeared to be in ordinary health, for he smiled at his wife as he passed their pew. He was seen to rest on a table near the door, and suddenly fell into the arms of his co-warden, Mr. Martin Tweed.

Efforts were at once made to revive him, but within a few minutes he was dead. The vicar was sent for, and he remained with his warden, the service being in charge of the Rev. W. E. Dyer, curate of Linton.

Dr. S. T. Cochrane was sent for, but he could only confirm the worst fears. Mr. Pollard was taken to the Swadlincote Police Station—opposite the church—and later the body was conveyed to the home in Eureka Road, Swadlincote.

Mr. Pollard, who was fifty-seven years of age, leaves a widow and one daughter, for whom deep sympathy is felt. He was widely known and much esteemed, and his faithful and able work for the church keenly appreciated.

He was better known in the urban district perhaps by reason of his official position of Sanitary Inspector, and he carried out his duties with tact and understanding.

He was a native of Leeds, and served the Corporation of that city for four years and eight months before proceeding to Nantwich, where he held a position under the Urban Council.

Worcester. The City of Worcester Branch opened its winter entertainments programme with an informal social evening in the Guildhall, on Wednesday, December 4, when over 50 members attended. The evening commenced with a whist drive, prizes being won by H. F. Bradburn (1), S. E. J. Hornan (2), G. L. Taylor (3), and F. G. Frear (Lowest). Refreshments were served by a committee consisting of the wives of the chief officials.

The president, Mr. F. E. Chandler (secretary for education) then introduced Mr. F. H. Harrod, chairman of the West Midlands District Committee and member of the N.E.C., who gave a most interesting address on the aims and objects of N.A.L.G.O., dealing with the work of the B. & O. Fund, Provident and Approved Societies.

Thanks were accorded to Mr. Harrod, the ladies refreshment committee, and the artistes, on the proposition of Dr. Griffin (immediate past president), seconded by Mr. R. C. H. Fairbairn (chairman, entertainments sub-committee), and carried with acclamation.

The evening was brought to a close with a most enjoyable concert provided by Miss Freda Hunt and Messrs. Bullock, Harvey, and Lock.

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Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens," "The Wright Encyclopedia of Gardening," etc.

IN gardening, years have no beginning and no ending. Happy are we gardeners, tied to no tiresome calendar, but free and blissful masters of time! January is here, but what matter? We merely carry on with operations which form part of a continuous round of delightful duties. No shocks arising from the discovery that we have to change the fourth figure of our year. No midnight revels. Just a last glance at the greenhouse thermometer, and so to bed.

Where are the Antirrhinums, the Verbenas, the Dahlias, the tuberous Begonias, the Lobelias, the Petunias, the Zinnias, the annual Carnations, the Nemesias, the Salvias, and all the other plants treated as tender annuals in our gardens for the summer flower-beds of 1935? With the exception of the Salvias, Begonias, and Dahlias, they mingle as wood ash with the soil of the garden, having been reduced by fire during the past autumn. And now the time has come to fill their places by making fresh sowings. Hence we prepare our shallow boxes, fill them with a carefully prepared compost, and sow, thereafter covering with paper, keeping the soil just moist, and providing as comfortable a temperature as our heating equipment is capable of providing.

Sowing of all the kinds mentioned is not equally urgent. Antirrhinums, Begonias, Lobelias, Verbenas, and Salvias may come first, Dahlias, Petunias, and Carnations next, Nemesias and Zinnias last. In terms of time, the first five should be sown as early as possible in January, the second three by mid-February, the remaining two in March. This arrangement takes into account cases where raising everything at once puts too great a strain on the existing conveniences. With the possible exception of Zinnias, which need not be sown before March, all may be sown together in January if it is convenient to deal with the whole of them then.

Commenting briefly on certain of the kinds, it is a great pleasure to all of us

that the disease which proved to be so menacing to Antirrhinums in 1934 was much less serious last season. A sufferer in the previous year, I saw no trace whatever in 1935, and hope most sincerely that the majority of my readers fared equally well. I repeat that I used dung very sparingly, but lime abundantly, and commend the course to all growers. I have not space to name many varieties, but should like to put in a special commendation of Dazzler. The habit is all that could be desired by those who like dwarfness and compactness, while the colour is vivid and lasting.

Passing to Carnations, dealers tell us that what may be called the decorative class, with fringed flowers, bloom well from seed the same year as sown. I agree, but I add that as the seedlings grow slowly in the absence of brisk heat, it is very desirable to make an early start with them, otherwise they will not come to their best until autumn, whereas they ought to come into full bloom by July and retain their beauty until November.

The Salvias I have in mind, types capable of making a brilliant display in flower-beds soon after midsummer, ought also to be given an early start, as they are not true annuals and need time to develop. There is probably no better variety for the purpose in view than Harbinger.

Tuberous Begonias are also handicapped, for the necessity of forming tubers keeps them back. The earlier the sowing, therefore, the better. I do not, of course, recommend growers of these valuable late-blooming plants to rely on seed exclusively; on the contrary, I advise them to take full advantage of the amenable character of the plant and use old tubers again and again. I do not believe in much cleansing of the tubers in autumn, but in merely shaking the looser portions of soil off them and then packing them closely in sand for the winter, taking care that the storage spot is one to which mice cannot obtain access. By all means make a

January sowing of seed, as a reserve, or as an extended supply.

It is well worth while to take trouble over the compost for the early sowings now under consideration, letting it contain liberal proportions of both leaf-mould and sand, and getting it thoroughly fine by sifting, more particularly for the very small-seeded kinds. Sieves are cheap, and money on two of small mesh—say, $\frac{1}{2}$ -in. and $\frac{1}{4}$ -in.—is not wasted.

It scarcely seems worth while to raise the larger types of Dahlia from seed, but it is certainly worth while to raise a good stock of the dwarfs, because they never take up an excessive amount of room, while they can be flowered quite early in the season from seed sown by mid-February. I am, of course, aware that a considerable number of growers prefer to grow selected named varieties, purchasing plants for a start, and afterwards storing their tubers. For such a beginning I can confidently recommend Coltwood Gem as a crimson-scarlet, Lady Aileen as a pink with dark centre, Mrs. Jeffries as an orange with a considerable proportion of semi-double flowers, Ada as a yellow, and Princess Marie Jose as a satiny pink. All are excellent.

It is very desirable that the soil should be warm when used, and I believe that more cases of failure arise from chilled and sodden soil than most people realise. In connection with this point, I urge that stores of different composts should always be kept protected from cold winds and rain. A sheet or two of galvanised iron do not cost much, and in many cases can be fixed up in the lee of a greenhouse. Careful watering and judicious ventilating are the remaining important factors in achieving success.

While we are raising new stocks of plants from seed, let us not forget old ones in the form of stored Zonal Geraniums, Fuchsias, Salvias, etc. Such stocks ought to be overhauled soon, so that old decaying foliage can be picked off and shoots of doubtful soundness cut back to healthy wood. Only after such preliminary treatment should they be put into gentle heat for a fresh start. There may also be plants to consider which were raised from cuttings last summer, and these also may be trimmed and pruned.

Defer pruning shrubs, including Roses, for several weeks.

NALGO RIFLE CLUBS

"ROSE BOWL" FINAL STAGE

	Handicap	D.	R.	Handicap Score			Final Score.
				D.	R.	Final Score.	
C. C. Coffin	Bournemouth	97.5	199	98	199.14	98.28	297.42
A. W. Hurley	Bournemouth	97.5	198	99	198.28	99.14	297.42
J. G. Irvine	Manchester	96.5	198	98	198.66	98.66	297.32
D. Taylor	Bournemouth	Scratch	198	99	198.00	99.00	297.00
S. J. Stott	Leeds	95.0	198	95	199.00	97.50	296.50
G. F. Clyne	Bradford	97.5	199	96	199.14	96.57	295.71
A. Othen	Southampton	94.5	195	92	197.68	96.30	293.98
T. Moody	Southampton	95.0	191	96	195.50	98.00	293.50
G. Still	Southampton	95.5	196	92	197.81	96.53	293.44

Messrs. C. C. Coffin and A. W. Hurley will shoot off.

University Graduates in Public Administration

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—Your Preston correspondent, Mr. Nuttall, states in the December issue of the LOCAL GOVERNMENT SERVICE that it is obvious that the entry of graduates into the service would improve the status of all officers and must be accepted eventually by all members of the N.A.L.G.O., and he further adds: "I am confident that our junior members can see the wisdom of this inevitable innovation.

I think it is safe to assume that no officer would be in any way prejudiced against the entry into the service of University graduates, provided that there is a place which they can usefully fill, and at the same time be worthy of the salary which would have to be offered them before they would be attracted.

Every Department of a Corporation has a professional or technical qualification peculiar to itself, and unless the graduate's degree is one which has a direct application to the work of the Department, I fail to see where he has any advantage over the man trained in a Secondary school, and who has passed the entrance examination into the service, upon which most big authorities now insist. If, on the other hand, he enters the service and has to gain his experience in the same manner as a "lay" member of the Department concerned, it is doubtful if his University training will give him an advantage over the man who commenced his service as a youth and has since been taking an intelligent interest in his work, and, more important perhaps, gaining experience in Public Administration in his impressionable years.

This point was the subject of discussion at a lecture I attended at Exeter University some months since, when the general opinion was definitely in favour of the entry into the service of the University man, but it seemed to be impossible to define exactly where he would usefully fit into the organisation.

If, of course, he enters in the same status as a layman, his University training has served him no useful purpose, other than purely cultural, and whilst in subsequent promotions he may be "naturally selected" (using the term in its biological sense), this is by no means certain, and his lay brother, if well educated and keen, may even pass him.

I find myself in complete agreement with the theory that University men should be encouraged to enter the Local Government Service, without visualising in practice where this is economically possible from their own standpoint.

I am sure many officers like myself who are eager to see the status of the service raised to even higher levels, would be glad of further information from authoritative sources as to the possible entry into the work of public administration of the University man.

Yours, etc.,

RUSSELL C. VERNON.

Town Clerks' Office, Plymouth.

December 11, 1935.

Death of Mr. George Rhodes

It is with very deep regret that we have to record the death of Mr. George Rhodes, late of the Manchester Branch, on December 6.

Mr. Rhodes retired from the service of the Manchester Corporation four years ago, under the age limit regulations. Mr. Rhodes was one of the pioneers responsible for the founding of the Manchester Municipal Officers' Guild some twenty-five years ago, ever since which date to the date of his retirement, he was a member of the executive council of that guild. He was also at one time assistant honorary secretary and has held numerous offices. Particularly did he render excellent service in connection with the B. & O. Fund of the Association, having been for many years the chairman of the local Fund, and honorary secretary to the Regional Committee and a member of the National Management Committee.

Our profound sympathies are extended to his widow and children.

NEW BRANCHES

Halesowen

The divisional secretary attended a meeting of officers on November 19, when it was decided to establish a branch of the Association as from January 1, 1936. Mr. R. E. Johns, of the clerk's department, was elected honorary secretary. The commencing membership is about twenty-two.

Staveley

The officers of the recently constituted Staveley Urban District Council have formed a branch, which functions from November 1, 1935. Miss H. Onions is acting as honorary secretary, and Mr. S. F. Esland as honorary treasurer.

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